LOCAL GOVERNMENT SERVICE

No. 22. OCTOBER, 1936 Vol. XVI

Contents:

Officers and the Public . 618
Democracy and the Local Government Officer . . . 620
Social Administration and the Civil Service 623
Freedom of Middlesbrough 630

Training and Promotion of Local Government Officers

By

THE recommendations of the Hadow Committee embodied in the report of 1934 foreshadowed great developments in the recruitment and training of local government officers. The following outline scheme is an endeavour to set out how some of these recommendations could be put into practice.

The Establishment Committee

Every local authority should form an establishment committee and promotion board with powers to deal with the appointment of all entrants of sixteen years of age, and to arrange for the transfer from department to department. The committee should also initiate schemes of training and education wherever the size of the authority makes this practicable.

The constitution of the establishment committee should include the chairmen of the various committees, chief officers, and the establishment officer with provision for the services of a consultant expert in vocational guidance. In the larger authorities the establishment officer's position would mean a full time post, but even in small authorities the recognition of one person as holding such a position would be of great value.

Grading

Every department should define its required "establishment" indicating the number of officers in various grades from grade A upwards; all entrants would at first be regarded as on the general establishment and promotion to grade A would be subject to the results of the period of probation.

Recruitment and Probation

All entrants to the general grade to be elected by the establishment committee, once or twice per annum and posted to any department for a preliminary period of six months probation. An educational qualification such as possession of the school leaving certificate to be required in every case.

During the period of six months probation one specified person in each department should be responsible for the direct supervision of each entrant and expected to make a report to the chief officer and the establishment officer on the capabilities of the entrant. At the end of the period an examination should be held by the establishment committee for all the entrants admitted six months previously, the subjects suggested being: general knowledge of locality; office practice—elementary; rudiments of local government administration.

No second attempt would be allowed in cases of failure, and dismissal would follow. It cannot be argued that this is a severe hardship upon the junior, as he would then be no more than 16½ years of age.

Transfers and Training

After passing this preliminary examination, the junior should be given the choice of serving in any two departments for a period of six months in each, and would then be given the opportunity of a further change if desired. Such transfers to be made at fixed intervals; the juniors being regarded as supernumerary to the ordinary staff of the department in order to be free to learn.

Whatever the value of academic qualifications, it seems evident that nothing can replace efficient training in the actual working conditions, and to ensure that this is done, the staff should be formed into teams of three or four, and the senior of each team should be responsible for the guidance of the junior on lines to be laid down by the establishment committee.

The team leaders should be responsible to sectional chiefs and these to departmental chiefs; the training of each subordinate officer to be the duty of the senior. Conferences should be arranged monthly in departments and quarterly meetings held of all sectional and departmental chiefs with the establishment officer to discuss developments in training and staff management and to co-ordinate the activities of individuals.

It is only by bringing the subject of training and promotion into the forefront that progress will be made and appreciation given to its importance in the efficiency of the local government officer of the future.

It is also necessary that local authorities should consider the incentive to their officers to secure qualifications; the working of a promotion board should in itself provide more openings, but for a junior officer the financial recognition by special increments is very effective and helpful.

Research Unit.

It is suggested that a most valuable method of widening the outlook of officers and cultivating the critical faculty is to form a research unit to consist of one member from each department of the authority to study problems of co-ordination and overlapping and efficiency.

Such a unit would need to be under the control of the establishment officer, and its members would be officers of twenty-one to twenty-five years of age, each serving for one year and not necessarily giving more than one or two days per week to the duties.

Mr. S. L. COLLETT

Promotion

Promotion from the general grade to grade A would be by competition between the junior entrants and those replying to advertisement. Promotion into other grades would be dependant upon passing some form of examination to be decided, probably equivalent to part one of a technical examination, but planned so that the subjects would provide a wider background than specialised examinations, although a bias could be permitted for any officer who had decided which branch he wished to follow. This examination to be taken at the age of eighteen or nineteen years, it being understood that in the event of failure, other attempts would be allowed, and that in any case the officer in grade A would stand a chance of reaching a reasonable maximum salary.

Further promotion would in every case be by competition with outside applicants, and would be subject to the results of a system of progress reports. American practice has elaborated the system of periodical reports on members of staff, and the British civil service has a system of progress reports.

A CORRESPONDENCE DEBATING TEAM.

What are your views on the various points raised in Mr. Collett's article ? Do you think that his ideas of how the "Hadow" recommendations could best be put into practice are right ? Do they go far enough or can you improve upon them ?

The Editor will welcome correspondence on this subject, but he does not propose to publish the individual letters. He will summarize the arguments put forward by correspondents under the various headings of Mr. Collett's article and then these arguments can be criticized in the following month's issue of Local Government Service. In other words, he is anxious to start a correspondence debating society on a subject which is of outstanding importance to all local government officers.

Letters should be addressed to the Editor, Local Government Service, 24 Abingdon Street, Westminster, S.W.1 and, to ensure publication in the following issue, should reach him by the 20th of the month.

In a very interesting article by Mr. B. W. Walker Watson, in the issue of "Public Administration," for July, 1931, there is set out a series of headings for the assessment of character so framed to give comparable results and provide a complete review of capability (so far as this is possible).

The headings suggested by Mr. B. W. Walker Watson are:

1. Zeal and Conduct.
2. Appearance and Manner
3. Culture and Self-Expression.
4. Intelligence and Initiative.
5. Output and Energy.
6. Experience and Knowledge.
7. Organisation and Execution.
8. Judgment and Courage.
9. Health and Energy.
10. Control and Supervision.

A maximum of ten marks is given under each heading so that any officer can be classed as 50 per cent or 75 per cent efficient as the case may be.

Chief officers are required to complete these annually for each member of the staff in certain grades—the headings obviously are not applicable to juniors, and the establishment officer collates such reports.

Appointment of Senior and Technical Officers

The present method of public advertisement for these positions attracts a sufficient supply of well qualified applicants, but the method of interview by the employing committee appears to leave much to be desired.

Here the experience of the establishment committee suitably reinforced by members of the appropriate committee of the council would probably make interviews much more satisfactory than at present.

In the case of chief officers, it is suggested that the establishment committee should hold preliminary interviews and make a recommendation to the council with a selected short list with their comments.

Regional Committees

Representatives from local committees would serve on a regional committee comprising an area such as south-east London, and if this were organised, annual examinations could be held on the lines of the civil service examinations, and only those passing would be eligible for consideration for appointment to the staffs of the constituent authorities.

This would replace the examination suggested previously at the end of six months probation.

Such regional committees would also be in a favourable position to arrange for the transfer of officers from one authority to another, either permanently or temporarily for the purpose of gaining experience, and would be able to investigate the problems referred to in the Hadow Report, but the existence of local establishment committees having had practical experience of the problems of staff organisation and training appear to be a necessary forerunner of any regional large scale organisation.

1937— DIARIES

will be on sale early in November

Price, 1/-

With season-ticket holder . . . 1/3
With back-loop and pencil . . . 1/6
(for lady members)

Obtainable from Branch Secretaries or NALGO, 24, Abingdon St., Westminster, S.W.1.

AUTUMN AND WINTER

approach. YOU will now be planning how to spend your evenings during these seasons. Let your leisure be profitable. Now is the time to commence preparation for your Professional, Technical and Vocational Examination. Enrol with the NALGO CORRESPONDENCE INSTITUTE.

Two distinct advantages are obtained by enrolling with the NALGO CORRESPONDENCE INSTITUTE, as follows:

1. All the tutors are experts and are engaged in a practical way in the administration of the subjects they teach.
2. A special discount from the fees is allowed to members of N.A.L.G.O.

Over 7,000 students have trained with the NALGO CORRESPONDENCE INSTITUTE. Why don't *you* invest in a course ?

The following is a short list of Institutions for whose examinations coaching is arranged:

National Association of Local Government Officers.

University of London (Diploma in Public Administration).

Incorporated Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

(a) Relieving Officers.

(b) Institution Officers.

(c) Clerical Assistants.

Poor Law Examinations Board (Scotland).

Full particulars from the

NALGO CORRESPONDENCE INSTITUTE

24, Abingdon Street, Westminster, S.W.1.

£2,500,000

HAS BEEN ADVANCED TO MEMBERS OF N.A.L.G.O. TO ENABLE THEM TO PURCHASE HOUSES. ARE YOU BUYING YOUR HOUSE THROUGH THE

NALGO BUILDING SOCIETY

AND OBTAINING ADVANTAGEOUS TERMS?

4¼% Interest is charged for an advance not exceeding two-thirds of the value.

4½% Interest is charged for an advance up to 90% of the value (in approved cases 100% will be granted) and the interest will be reduced to 4¼% from the 1st January following the date on which the principal outstanding does not exceed two-thirds of the value.

CHOOSE YOUR HOUSE AND BUY IT THROUGH YOUR OWN SOCIETY

Full particulars from GENERAL SECRETARY

24, ABINGDON ST., WESTMINSTER, S.W.1

Relations Between Officers and the Public

The South-Eastern District Committee organised an essay competition in connection with the Cambridge summer school. The competition was limited to those members in the district whose salaries did not exceed £250 per annum; and a scholarship of £5 5s. was awarded to the winner to enable him to attend the summer school. The subject of the essay was "The Relations Between the Local Government Officer and the Public," and Mr. C. Kent Wright, town clerk of Stoke Newington, who acted as adjudicator, awarded the scholarship to Mr. K. Bradbury, of the West Sussex Branch, whose entry we have pleasure in publishing below.

BROADLY speaking there are three classes of servants employed by local authorities: a small number of chief and assistant officers, whose duties may be described as professional; a variety of subordinate officials holding technical and clerical posts; and wage earners whose work is chiefly manual. The third class falls rather outside the scope of this paper, but the other two may be taken as best representing the local government service as the public understands it.

Many competent men have given time and thought to the subject of relationship between official and public; it is unlikely, therefore, that this paper will present the problem from any new angle. Each of these bodies has definite functions to perform in the matter of social service and, since each is working to a common end, *i.e.*, the creation and maintenance of a decent standard of living for the community at large, they may be described as being complementary one to the other. This is a fact which may not be lost sight of.

At this point the discussion seems naturally to fall under two main heads:

(1) The part played by the official, and

(2) The part played by the public in local government. This appears to be the most convenient division.

The Official

The business of local government cannot be carried on without the help of paid officials for obvious reasons; administration must be skilled and continuous; trained minds be brought to bear on technical problems; and expert advice be readily available at all times.

For reasons of space it is not possible to make reference to each individual department of a local authority; a certain amount of generalisation is, therefore, inevitable, and the writer craves indulgence for this.

The local government officer has often been described as the servant of the public; he is more than this, he is the administrative organ of local government, and, as such, has an extremely responsible task to perform, one calling for tact and judgment of the highest order.

Whether these qualities are displayed as frequently as they might be, however, is a moot point. It has been said, with particular reference to the civil service, that "courtesy in a public servant is a high form of efficiency." This is just as applicable to the local government service; courtesy, after all, calls for nothing more than a little will power; be it noted that two wrongs never did and never will make a right, whatever the circumstances.

Be that as it may, it is the personal touch which greases the wheels of administration, and this is but one of the problems which confront the official in the discharge of his duties. To whom shall the personal touch be extended and how? There is no satisfactory answer to this question. It is a matter for the discretion of the officer concerned. Here let it be said that, despite the growing complexity of conditions, the relentless march of functions, we have a system of local government in this country which is seldom equalled and nowhere excelled in the world. This can be in no small way, due to sound administration, for which the much maligned official must receive his share of the credit. It cannot be said that he is failing in his task, rather is he increasing his efficiency in step with modern development.

The General Public

It is one of the principles of democracy that the will of the majority shall find expression in the government of the moment. This is as true of local government as it is of central government, and is a point that might well be borne in mind by the public in its more critical moments. Policy, as such, is determined by the elected representative; the official has his place in it only as the adviser and agent of his representative superiors; he is, therefore, but giving effect to the will of the people, although where policy ends and administration begins admits of endless discussion and is hard to define.

On the other hand, the public are required to find vast sums annually for the maintenance of various services throughout the country, and it is through the activities of the official that they see the return for their outlay. It is at this point of personal contact that local government ceases to be a name and becomes a definite, tangible thing.

Here it becomes necessary to write a few words regarding that evil of which we hear so much—the apathy of the electorate. It is indeed strange that an instrument which plays such a vital part in the life of each one of us should be the subject of so little interest. Unfortunately, this is a national characteristic; the Englishman is notoriously phlegmatic, and has been in the habit, for centuries past, of taking things for granted.

Some form of campaign for popularising government seems to be indicated, and would, no doubt, receive considerable support. With so many more important problems constantly with us, however, it seems unlikely that this suggestion will ever bear fruit, at least, not for some considerable time. The application of a little reasoned judgment by the public seems to be all that we can hope for at the moment.

The official is doing his job to the bes of his ability, and is judged by the results Since he is only human, a little encourage ment will not be out of place, and ma best be provided by a true realisation (o the part of the public) of the difficulties i his path, coupled with the fullest confi dence in his judgment which, after all, i usually sound when viewed in the righ perspective.

Necessity for Collaboration

It is not suggested for one moment tha the present state of affairs does not call fo criticism, but to be effective it must b constructive and that without trace o personal animosity.

Local government in this country is highly intricate piece of machinery, and as such, must be constantly overhaule and adjusted (within limits) in the ligh of changing conditions.

From this then, it is obvious that col laboration is what we must strive for, col laboration in the fullest sense of the word In the body corporate, as in the bod physical, grave disorders may arise if eac organ proceeds along its independent way

Each side has its own particular prob lems, and it is only by a sympatheti appreciation of these problems by all con cerned, that true efficiency and economy may be maintained. This, surely, is th keynote of successful local government an the standard by which it may be judged

Mr. Gordon Selfridge expresses som very pointed sentiments in hi "Philosophy of Business," an extract fro which seems a fitting conclusion:

"To look upon each minute as precious and to be exchanged only for its ful equivalent in progress—to develop con tinually every faculty which helps t build greater judgment, energy, deter mination, imagination, and good cheer, fo each is necessary to the strong, happy individual—to look upon idleness wit disrespect, as a waste of time, the only commodity of which every one has an equal amount—to strive for highe standards and ideals—to look upon th bright side of things and be optimists in the best meaning of the word—to think always broadmindedly and scorn narrow mindedness, meanness, and jealousy—t be just and to despise injustice—t appreciate fully intelligence, originality and loyalty, recognising merit and meri only as the door to advancement—t acknowledge no obstacle as insurmount able which stands in the way of progress."

Mr. K. BRADBURY.

ALL MANKIND'S CONCERN

Weekly Allowance

During 1934 a member, aged 35 years, contracted tuberculosis and was advised to obtain treatment at the Royal National Hospital for Consumption, Ventnor. He was placed on half salary and found that he would be unable to afford to undertake the treatment at the sanatorium without financial assistance. An application was made to the Benevolent and Orphan Fund and a letter of recommendation was granted immediately, together with a substantial grant towards the payment of maintenance charges. Unfortunately, the member died three months ago, leaving a widow and child practically destitute, except for 15s. per week widow's and orphan's pensions. A weekly allowance towards the support of the widow and her child is now being made.

* * *

Five years ago another member, aged 32 years, contracted tuberculosis, and was informed that she would be unable to resume duties. During her illness the member's mother died, leaving her without relatives to depend on for support, and without income of any description. Until the case was brought to the notice of the Benevolent and Orphan Fund, she had had to depend on the generosity of her former colleagues for food and other necessities, but now a regular allowance is being made. A few weeks ago the member was advised to obtain convalescent home treatment, and arrangements were made for her to be admitted to a suitable home in Yorkshire at the expense of the fund.

* * *

A widow, aged 28 years, left with two very young children dependant upon her and with only a small income, which was inadequate for their maintenance, is now receiving a substantial weekly grant from the fund.

Lump Sum Grants

A young member, aged 23 years, met with a serious accident on his motor-cycle and sustained a badly fractured skull, injury to his shoulder, and severe abrasions. He was taken to a general hospital, and the doctor advised his parents that he should be removed to a private ward in order to facilitate recovery. Member's family were in poor circumstances financially and unable to undertake the charges made for a private ward. The case was brought to the notice of the Benevolent and Orphan Fund, and it was decided to make a grant to cover half the cost of expenses incurred in providing him with the treatment necessary to restore him to full strength.

* * *

A member, aged 68 years, who has retired on a small superannuation allowance became seriously ill with cancer. He was too ill to be removed to a hospital, and the services of a day and night nurse had to be obtained. Being unable to afford to pay for all the expenses incurred owing to his illness, the Benevolent and Orphan Fund came to his aid with a grant towards some of the accounts outstanding.

Nalgo Building Society

Free Service for Members

The following is a letter which has been received from a member residing in the provinces, and which needs no comment:

"I have to inform you that my agents have written me to-day informing me that the above house has been sold to one of the Nalgo members who communicated with you through a free advertisement in LOCAL GOVERNMENT SERVICE.

"I wish to thank you most sincerely for the service you have rendered, and which will prove beneficial to both the buyer and the seller—financially, at any rate.

"Strangely enough, I have been advertising regularly in various daily and weekly papers, and have also had the matter in the hands of the agent for about two months, with no results.

"Thanking you again for the 'service.'

"Yours truly, etc."

The Society is prepared to consider advancing to any member of N.A.L.G.O. who purchases the following properties up to 100 per cent of the value, or the agreed purchase price, whichever be the lower. The calendar monthly cost of the mortgage repayments and rates will be given on application.

Hereunder are shown particulars of further properties for sale.

UPMINSTER (Essex). — Semi-detached freehold residence in pleasant surroundings. 10 mins. from station. 3 bed-rooms, 2 reception-rooms, kitchen, bath, etc. Plot 35 ft. by 135 ft. No road charges. Price £775. Apply Box No. HPB5, c/o 24, Abingdon Street, Westminster, S.W.1.

ERITH (Kent).—Semi-detached freehold. New garage. Nice district. Close to shopping centre and main Woolwich-Erith bus route. 2 large bed-rooms, 2 reception-rooms (one 25 ft. by 15 ft.), kitchenette, bath, separate W.C. Large garden. Modern decorations from Ideal Home Exhibition, 1935. Price £650.—Apply 15, Coleridge Walk, Temple Fortune, N.W.11.

NORTH CHEAM (Surrey). — Modern semi-detached freehold. 3 bed-rooms, 2 large reception-rooms, tiled bath-room, large kitchen, 2 separate W.C.'s. Lounge, veranda, brick garage, etc. Cheap fare to town. Valued by Nalgo Building Society at £900 2 years ago. Recent interior decorations. Price £835.—Apply 160, Church Hill Road, North Cheam.

SOUTHGATE (Middlesex). — Semi-detached freehold. 34 ft. frontage. Space for garage. Well-stocked garden. 3 bed-rooms, 2 reception-rooms, separate bath and W.C., kitchenette, oak-panelled hall, electric water-heater, etc. 7 mins. from Enfield West Station (Piccadilly Tube). Price £825 or near offer.—Apply Charmille, Fairway, Southgate, N.14.

WREXHAM (Denbighshire). — Well-built modern freehold, semi-detached. 3 bed-rooms, 2 reception-rooms, tiled bath-room and W.C., kitchen, wash-house, W.C. ground floor, garage, heated greenhouse, large garden. Price £600 or near offer. View by appointment.—Apply at 218, Chester Road, Wrexham, or Kent Jones, Regent Street, Wrexham.

SOUTH CHINGFORD (Essex).—Modern freehold detached bungalow. Well built, cavity walls, tiled, double-fronted. Large hall, 4 good-sized rooms, kitchen—half-tiled bath and W.C. Room for garage. Good garden (plot 40 ft. by 175 ft.). 5 mins. from buses and trams. Vacant possession. Price £800, open to near offer.—Apply 165, Sinclair Road, South Chingford, Essex.

NORTHALLERTON (Yorks). — Semi-detached freehold in pleasant surroundings. Plot 28 ft. by 150 ft. 3 bed-rooms, 2 reception-rooms combined to make 1 large room, bath, kitchentte, etc. Room for garage. Nice garden containing fruit-trees. 5 mins. from station. Price £600.—Apply J. H. Bottomley, Borough Bridge Road, Romanby, Northallerton.

STOCKPORT (Lancs).—Detached house and garage. 3 bed-rooms, 2 reception-rooms, kitchen, bath, separate W.C. Built 1934. No road charges. Plot 83 ft. by 85 ft. Price £495, or will let at 24s. 6d. per week inclusive.—Apply 22, Russell Avenue, High Lane, near Stockport.

CONVALESCING

Convalescing at "Nalgo." House is a pleasure, for recreation is the chief item in the treatment. The competitive spirit is well maintained as is shown by the above photograph of the winners of a tournament. The tea-urn was a worthy reward for their efforts

Democracy and the Local Government Officer

By Norman Wilson

FOR just over a hundred years the people of this country have possessed the right to elect representatives to manage many of their common affairs. It is true that, especially in regard to matters of local concern, this right has not been exercised very extensively; the indifference of a great part of the electorate to its opportunities and responsibilities is as surprising as it is lamentable. Part of this indifference—a small part, no doubt, at present—is due to a belief that Parliament, for a variety of reasons, is not sufficiently responsive to public opinion and is a piece of machinery too out-of-date in a world of rapid social and economic changes to produce the best results.

Representative institutions are passing through crises in most parts of the world: in some countries—temporarily, at any rate—the representative idea has been submerged under newer gospels. Democracy in this country has stronger roots and is of sturdier growth, but it may be brought to the ground if people begin to lose faith in its capacity to serve their ends most effectively.

Necessity for Expertise

So far as local government is concerned, the ability of the existing system to continue to satisfy public needs will depend more and more upon the efficiency of the local government officer. It was probably never wholly true that the elected representative was solely responsible for policy and that the officer merely carried it out, and the passage of time has removed that textbook conception of the division of function increasingly farther from reality. The steady growth in the powers and duties of local authorities has demanded that the officer should become progressively more expert in his job, and has made the councillor correspondingly more dependent upon him. It is in no way inconsistent with democratic principles that this should be the case, so long as Parliament remains the ultimate source of powers and the councillor is elected by and responsible to the public.

This growth in the legislative requirements laid upon local authorities means that the necessity for expertise is spreading lower and lower through the ranks of the official staffs: the day is long past when the head of the department was the sole fount of knowledge, his subordinates merely the biblical hewers of wood and drawers of water.

The structure is too vast to be carried upon the shoulders of the few. Furthermore, the need is not only for knowledge of a particular department of an authority's activities, but for an informed conception of what local government is and the direction in which it should go, an appreciation that it is a living growth in a constant state of development. And, also, the officer should hold it as an article of faith that within its own sphere our system of local government can produce results infinitely better than could be realized by any other form of organization: in other words, his job must be more to him than merely a means of earning a living.

Preservation of Democracy

Upon its capacity to minister to public demands and to adjust itself continuously to changing circumstances local government in its present form depends ultimately for its existence. So long as people are satisfied that it serves their purposes adequately, so long will they have powerful arguments with which to meet the advocates of new conceptions of government, so long will democracy successfully withstand assault. If it be conceded that efficient local government depends very largely upon an efficient staff, it must be accepted that the responsibility of the officer is great. Upon him, as much as upon any member of the community, democracy relies for its preservation. By his enthusiasm for his work, by his knowledge of its ultimate purpose as well as of its details, by his contacts with the public, his readiness to be of service to them, he can do much to keep alight the public conviction that of all forms of local government, self-government is the most satisfactory.

N.A.L.G.O.'s Lead

None of N.A.L.G.O.'s functions is of greater importance than its provision of opportunities for local government officers to equip themselves for their work and so enhance the value of their service, in wider ways than they may realize, to the community. These reflections on the imperative need for their doing this stress the appeal which I make to members of N.A.L.G.O. to avail themselves of those opportunities. The education scheme provides the means for all of them, whatever their ages and whatever their positions, to secure benefit. Younger members find matters made as easy for them as possible to qualify themselves by examination; many members can attend week-end and summer schools; all can profit by going to lectures arranged by branches and area education committees.

MR. NORMAN WILSON, M.A.

As honorary secretary of a branch and of an area education committee, I know that an increasing number of officers are realizing the need for learning something of the theory and principles of local government, as well as how to do their own particular job, but the extent of indifference is still discouraging. The Association has given the lead; let it not be said of its members that they failed to follow.

What You Think

Our Readers' Opinions

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed by correspondents. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of a few.

EVENING MEETINGS

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—Apropos the discussion at the annual conference re evening meetings of local authorities, reported in your July issue, the following figures show the average time taken up by meetings of the council and chief committees of this urban district council during each month for the past twelve months:

	Hours.	Mins.
Council	3	50
Public Health and housing committee	3	30
Allotments committee and works committee ...	3	50
General purposes committee	3	35

The council's standing orders provide that meetings of all committees shall terminate at 10.30 p.m., and meetings of the council at 11 p.m. When the time arrives for the termination of the meeting the standing order in question is simply suspended! However, of late the meetings have been adjourned at the appropriate time, but at the adjourned meetings almost as much time has been taken up again. In September, October, and November, 1935, the meetings of the council terminated respectively at 11.45 p.m., 11.55 p.m., and 12.5 a.m.

Yours, etc.,
"ISTO."

At Random

By "Hyperion"

THE GREATEST NEED OF MANKIND TO-DAY—SOCIALLY AND INDIVIDUALLY—IS A SENSE OF DIRECTION.—DR. B. H. STREETER.

Speaking After Dinner

It is three years ago last month since the "At Random" column first appeared in LOCAL GOVERNMENT SERVICE. Regular readers of this column may be interested to hear that some of the extracts and quotations which have appeared in it during that period have been collected together, and are to be published this month in a book called *"Speaking After Dinner" (George Allen & Unwin, Ltd., 6s.)*. This is *not* a treatise on how to make an after-dinner speech, but a collection of stories and quotations, which may prove useful to after-dinner speakers and help them "to point a moral or adorn a tale." The quotations and stories have been grouped together in sections under headings such as "Aphorisms, Epigrams, and Howlers," "Food and Drink," "The Ladies," "Money," "Politics and Government," and "Fragments of Philosophy."

Roughly half this anthology has been compiled from paragraphs which have already appeared in the "At Random" column. The other half is new. The book has been amusingly illustrated by Miss Barbara Moray-Williams. Besides being useful to those who have to prepare after-dinner speeches, it is the sort of book which may be picked up with a glass of sherry *before* dinner, or which may be browsed upon in bed.

So roll up, my faithful band of readers, and buy it—or, if you don't buy it, put it on your library list!

A Soc in the Jaw

Councillor Mrs. Mary Hamilton (Soc.) slapped the face of Alderman the Rev. H. D. Longbottom (Protestant Party) with her agenda papers.

—*"Daily Telegraph."*

Marvels of Science

"I asked for Manchukuo, 6048."

"Soya bean troubled."

An American tourist said that his admiration for the Eskimos increased greatly the first time he saw the Aurora Borealis—although he couldn't quite make out what it was they were advertising.

—*"The Humorist."*

The Eternal Struggle

Keeping your earning capacity up to your wife's yearning capacity.

Epitaph

Here lies an atheist; all dressed up and no place to go.

Lecturer (in village hall): "Now, you all know what a molecule is."

Chairman (interrupting): "Most of us do, but perhaps you'd better explain for the benefit of those who have never been up in one."

The modern woman's bathing costume has to be believed to be seen.

—*"Punch."*

Presence of Mind

A riverman of Mark Twain's pilot days recalled a story he heard him tell:

"Boys, I had great presence of mind once. It was at a fire. An old man leaned out of a fourth-story window, calling for help. Everybody in the crowd looked up, but nobody did anything. The ladders weren't long enough. Nobody had presence of mind—nobody but me. I came to the rescue. I yelled for a rope. When it came I threw the old man one end of it and told him to tie it around his waist. He did so, and I pulled him down."—*From "Mark Twain, A Biography," by A. B. Paine.*

Two Irish Stories

John Philpot Curran, an Irish orator and barrister of the eighteenth century, was asked what an Irish gentleman, just arrived in England, could mean by continually putting out his tongue.

"I suppose he is trying to catch the English accent," he replied.

* * *

The same gentleman, having been annoyed by fleas, once remarked to his landlady: "If they had been unanimous, and all pulled one way, they must have pulled me out of bed entirely."

Literary Guide Books

The guide book which is written in good English and contains literary and artistic associations seems now to be more generally popular than Baedeker—for all his masterly range and inexorable detail.

E. V. Lucas reaped a rich harvest from the writing of such guide books, while H. V. Morton has found in them, one imagines, a veritable gold mine.

The most recent recruit to this type of literature is Mr. Russell Green whose *Dreamers in Venice* has recently been published by Nelsons. It is written to appeal to that "ever growing host of travellers that possess general culture without opulent leisure which used to accompany it." It is a travel book of the most practical kind, for it describes not only what we want to see in Venice, but also what mood we want to be in to enjoy it. We learn, too, what were the reactions of many famous men and women when they visited Venice—Dickens, George Eliot, Ruskin, Tennyson, Goethe, Wagner, Charles Reade, and other celebrities.

It has been said that Venice is of all the cities in the world the one which those who have never seen it know best, and certainly after reading Mr. Green's guide book, which is illustrated by eighty-six photographs taken by himself, we cannot fail to have gained an intimate knowledge of Venice, whether we have actually visited it or not. For those who wish to enjoy the full richness of this romantic city with its palaces, lagoons, gondolas, and bridges, whether in an all too short holiday or in their armchairs at home, *Dreamers in Venice* is the best possible sort of guide book.

Without Comment

Miss Ishbel Macdonald, who spoke on the "Toddler in the Home," has devoted herself for many years to looking after the home-life of her father, the Rt. Hon. J. Ramsay Macdonald.

—*"News Chronicle."*

DEVELOPING CIVIC CONSCIOUSNESS

From time to time, daily and weekly newspapers up and down the country publish either special features or series of articles designed to make their readers conscious of the amenities provided by the social services, and none can deny that to devote space to so worthy an object is one of the finest methods of focusing public opinion on vital matters of civic welfare.

The latest effort in this direction has been made by the "Daily Herald," which has organized a competition—"Signposts"—giving every reader an opportunity of expressing his or her views on important questions affecting everyday life. The idea behind the competition is to determine which eight of twelve social services are, in the popular opinion, the most important. The entries will be judged by a committee of seven, which includes the editor of the "Daily Herald," the leader of the London County Council, the lord mayors of Sheffield, Newcastle-upon-Tyne, Plymouth, the mayor of Swansea, and the Rt. Hon. the Lord Provost of Glasgow.

FROM BUTTERFLIES TO CITIZENS

The social butterfly is doomed. Plans are being made for a West End centre to which débutantes will go after the gaieties of their coming-out season and learn the art of being citizens.

The House of Citizenship at Westonbirt, to which a number of débutantes have gone recently, is "full up."

It has been decided to open a daughter house in London this autumn. Mothers want to give ex-débutantes some alternative to the festivities of Coronation Year.

Making Good Citizens

The "serious" round which ex-débutantes will do after the social round will consist of attending L.C.C. meetings, touring housing estates, learning about unemployment and baby welfare.

Students will learn how to take meetings and open functions. They will study social and economic conditions, local government and imperial problems.

Miss Margaret Godley, head of Citizenship House at Westonbirt, will be one of the principals at the London House. The other will be Miss Dorothy Neville Rolfe.

No Chaperonage

"Students will have bed-sitting-rooms and be supervised but not chaperoned," Miss Rolfe told me. "Débutantes are usually at a loose end when their season is over. They get bored if they stay at home with no real interests."

Mrs. Orr-Ewing, mother of one of this year's débutantes, is interested in the scheme. So are Lady Willingdon, Lady Violet Bonham-Carter, and Lord and Lady Dickinson.

Miss Ursula Wills is among recent débutantes to take a course in citizenship. She has completed it and started a baby welfare centre in Bristol. Other débutantes have trained and gone out to Kashmir as teachers and dispensers.

—*"Daily Telegraph."*

Salaries and Service Conditions

SUPERANNUATION

A scheme is under consideration by the **Peterborough** City Council, and actuaries have now been appointed.

The **Beverley** Town Council has received an actuarial report and approved a recommendation of the finance and general purposes committee that formal steps be taken for adopting the provisions of the Act from January 1, 1937. Formal resolutions will be submitted to the council in due course.

SALARIES

At the request of the branch, the divisional secretary in December last submitted an application to the **Brecknock** County Council to adopt a new salaries scale. A scale which, although not so favourable as the one put forward, still represents a substantial improvement on the old standards, has now been adopted and came into operation on August 1.

The **Derbyshire** County Council has improved the salary scale for routine clerks. Unfortunately, the revised scale is to apply only to new entrants.

GRADING

The **Tyne Port** Sanitary Authority has adopted a revised grading scheme for assistant inspectors, which shows an improvement of £20 per annum on the minimum salary and £30 per annum on the maximum salary, with a further addition of £25 per annum after 13 years' service. Additional payment is also to be made for night work.

A grading scheme for the staff has been adopted by the **Whitley and Monkseaton** Urban District Council with effect from July 1 last.

After lengthy negotiations, the **Bedlingtonshire** Urban District Council has confirmed the recommendations of the special sub-committee, and a number of officers will benefit accordingly. The junior staffs have been graded, and females are to receive 80 per cent of the scales for male officers.

As previously reported, the divisional secretary has been in negotiation with the **Eston** Urban District Council for a considerable period on the subject of grading. These negotiations have been brought to a successful conclusion, and the grading scheme has been put into operation as from April 1 last. The scheme includes the whole of the proposals submitted by the divisional secretary.

The **Northumberland** County Council has agreed to revise the conditions of appointment of junior clerks. The effect of the revision is that officers holding a prescribed qualification will in future be appointed at the appropriate salary according to age, instead of at the commencing salary of the grade.

INCORPORATION

The Legal Department of N.A.L.G.O. has been concerned with the **Great Crosby and Waterloo** Incorporation and Charter from the point of view of the protection of the officers. The local branch has written as follows:

"The members of the branch desire me to express their thanks to the officers of the Association for the very able manner in which they are watching over our interests at this time, when the future of the district is in the melting-pot."

OFFICE HOURS

The request of the **Leek** Branch for a day's holiday yearly for the purpose of an annual staff outing has been granted by the council, subject to a skeleton staff being left in charge.

(*Continued from last column.*)

Civic Centres Exhibition

Health Congress at Birmingham from July 12 to 17, 1937.

The Royal Institute of British Architects is shortly sending on a tour of provincial towns and cities an exhibition entitled "Civic Centres." Municipal buildings have become, in fact, a major demand of the community on the architectural profession, and this exhibition has been created in response to numerous requests by local authorities for information on the subject.

The exhibition is intended as a guide to the best work in municipal buildings that has been done not only in this country but abroad. It will consist of more than a hundred photographic enlargements and diagrams, and will show singly and in groups, examples of municipal offices, assembly halls, law courts, museums, and art galleries, fire stations, etc. The costs of the various buildings will be given in the catalogue. There will be a brief historical section; another section will deal with street furnishings, and a third with memorials and statuary. Aerial views will be used to illustrate the relations of civic centres to their towns.

The exhibition will be shown for approximately one month in each of the following towns: Newport, Coventry, Darlington, Stoke-on-Trent, Leeds, Warrington, Derby, Birmingham, Wolverhampton, Lincoln, Kidderminster, and Huddersfield. The request for the exhibition first came from Newport, and it will open there at the Corporation Museum and Art Gallery on November 12.

National Housing and Town Planning Council

A national conference, to be held at Harrogate during the week-end November 27-30, under the joint auspices of the National Housing and Town Planning Council and the Scottish National Housing and Town Planning Committee, will be addressed by the Rt. Hon. Sir Kingsley Wood, Minister of Health, and will consider papers on the general housing situation and on the various aspects of the administration of the Housing Acts and on the restriction of ribbon development. Full details may be obtained from Mr. J. G. Martin, 41, Russell Square, London, W.C.1.

A WISH

I wish I liked the winter-time—
(I wish I could think of this line),
I wish I liked the fog, the rain,
I wish I could say "Come again"
To chilblains, frost, and reddened nose,
To water, cold, and frozen toes.

Meetings and Conferences

Institute of Public Administration

Several interesting and attractive fixtures have already been made by the Institute of Public Administration, which is arranging its programme for the coming winter season.

On November 19, Lady Simon of Manchester will lecture about local government in Moscow.

Early in December, Dr. Bashford, chief medical officer to the Post Office, is lecturing on sick-absence in industry.

On January 21, Mr. F. W. Allen, clerk to the Dagenham District Council, will lecture on the problems of a satellite town. Local government officers need hardly be reminded that the population of Dagenham has increased tenfold between 1921 and 1931, and in the latter year was greater than that of the cities of York, Oxford, or Bath. In some respects the problems of local government in Dagenham are unique; and yet they have enough in common with the ordinary problems of local government to make them of fascinating interest to every public official.

Apart from the lectures, there is a series of informal lunches and a winter conference, which is usually held in the Westminster City Hall early in February. The lunches provide a splendid opportunity for public officials to get to know one another, and to listen to an informal talk on some topical problem by a well-known authority. The lunches are held at Pinoli's Restaurant, in Wardour Street, and the charge is 2s. 6d. Among the speakers for the coming session are Mr. E. J. Phelan, of the League of Nations Secretariat, Mr. R. F. Cholmeley, formerly president of the Head Masters' Association, and Mr. John Lewis, chairman of the well-known Oxford Street store.

Arrangements for the winter conference are not yet complete, but they will probably include a series of papers with the title "Off the beaten track." This series should help to dispel the illusion that every public official spends his life at a desk, reading and writing monotonous files. Six public servants will describe their jobs; three of them are sailors—a chief inspector of the Thames River Police, a chief inspector of the Coastguard Service, and the submarine superintendent of the Post Office. The fourth is a fireman (or, more correctly, a station officer), the fifth a food inspector in a Metropolitan borough, and the sixth a public analyst of a local authority.

In addition to these functions held in London, there are vigorous groups in all the largest provincial towns, and most of them have a programme of lectures and lunches for the winter session. Any local government officer will be welcomed to the functions, and anyone who is not already a member of the Institute and would like to have further information of its aims and activities, should apply to Mr. K. P. Cannon, Room 238, The County Hall, S.E.1.

Royal Sanitary Institute

The council of the Royal Sanitary Institute has accepted an invitation from the Birmingham City Council to hold the

(*Continued in previous column.*)

Social Administration and the Civil Service

By A. L. PEACOCK

We are indebted to the editor of "Civil Service Opinion" for granting gracious permission to reproduce the following article from the June number of his journal, and we do so in the belief that much of what has been said about the Civil Service is equally applicable to the local government service. Perhaps our readers will express *their* opinions upon this article, and we shall have pleasure in devoting space to them.

THE May issue of "Civil Service Opinion" contained a brief note by Miss Ibberson on "Social Service Recruits." The question therein raised is not without urgency and is one of considerable importance. After commenting upon Professor Ernest Barker's recently published views as to the recruitment to the administrative class of men and women who have, after completion of their university course, spent some years in social work and social service, or in social study combined with social work, Miss Ibberson goes on to say that "In face of a civil service which is entering more and more deeply into the field of social work, it is difficult to believe that the advisability of recruiting some staff with a training for social work can be ignored much longer. It is not only to the administrative class that such recruiting should be done. There might well be entry to the social service departments by a modified form of the Tax Inspector's examination, while outdoor staff recruited at lower points should be selected with regard to qualifications of this nature."

I do not want to enter into controversy about the direct entry of trained and qualified people into any class of the civil service. My concern is with the training and equipment of people already in the service of whose work it can *now* be said that it has entered the field of social work, and that it will continue, more and more deeply, so to do.

Nowadays, it is extraordinarily difficult to discover the line of demarcation between functions lying within the field of social administration, whether performed by the professional or voluntary administrator, and that of some of the State departments. In fact, no such line now exists in many directions. The work of social and of State administrators interlocks, they are natural collaborators with each other. This position was bound to be reached sooner or later by reason of the British method of giving the voluntary body full scope for initiative and enterprise within its limited and particular field, until the success of its experimental work proved the case for State action on a nation-wide basis.

That having been proved and done, the civil servant found himself a partner, often the senior partner, in a business which would, in other days, have been no concern of his. But such a partnership has its dangers if one of the partners cannot speak the same language as the others, and that seems to me to be the position in which we are now finding ourselves. Training for the work of social administration and training for the civil service are not the same thing, yet it is expected that the collaboration of the two differently trained workers will be harmonious. Curiously enough, the expectation is usually realised by the exercise of goodwill on both sides, it certainly does not result from two-way traffic in exact knowledge.

It comes down to this—the civil servant in the employ of the social service departments needs to be as equally well equipped as the professional and voluntary social workers with whom his work brings him into daily contact. It is foolish to look for the expert exercise by the civil service of functions lying within the broad field of social administration unless that exercise is in the hands of an adequately trained personnel. *Expert* exercise is the right term. The business of social administration is now too huge for any but expert hands. It does not necessarily follow that the hands need all be paid, but it does necessarily follow that they should—paid and unpaid—be trained. In parenthesis, how much valuable social work has been ruined by that willing volunteer who jumps in, uninformed, where trained angels fear to tread?

All this seems to be a lot of words in which to make the simple request that the men and women who, in their capacity as civil servants, are doing work within the field of social administration, should be given the opportunity of training for it. Bluntly stated, there it is—but how?

The "how" is another problem, for, in large part but not wholly, it is a university job. I feel that the universities are not going all out to help those who must necessarily train in their leisure hours. There is far too much concern for the training of the direct entrant people, and far too little for the already entered. Nor is it the universities alone. The departments are not guiltless. They have the power of giving to likely men and women the opportunity for training If people can be seconded for one thing, they can be seconded for another. Also—and the "also" in this connection is no mere conjunction—the departments already have within their ranks men and women to whom they could turn for assistance in the training of the rest. That may be heresy from the university point of view, let it be. The rules of this game are far less important than the game itself.

With the universities, the Institute of Public Administration, the professional bodies, the correspondence schools, the State departments, there is no lack of authoritative channels for training.

The field of social administration widens, the civil servants within it grow in their numbers. Surely the time has come for attention to that personnel.

INSURANCE IS BEST!

1. SICKNESS SCHEME.

Contributions range from 1/- to 9/- per month, provide sick pay of 7/- to 63/- per week, and two weeks free residence at Nalgo House, Matlock.

2. DEATH BENEFIT SCHEME

Contributions range from 6d. to 2/7 per month according to age next birthday £20 is payable at death. Last Bonus was £3 per cent per annum.

3. HOSPITAL AND NURSING HOME SCHEME

The monthly contribution is 1/9 per person. Benefits include doctors' and surgeons' fees, nursing home charges, fees for X-ray and electrical treatment, etc.

THE NALGO PROVIDENT SOCIETY

Will safeguard you against the extra expense of sickness and will help to pay funeral expenses in the event of your death. For full particulars write to:

NALGO PROVIDENT SOCIETY
24 ABINGDON STREET
WESTMINSTER, S.W.1

NALGO (Metropolitan and District) OPERATIC AND DRAMATIC SOCIETY

1. December 1935. "The Gondoliers" (Gilbert & Sullivan). Enthusiastically received—a tremendous success.
2. March, 1936. "Interference" A Play. Perfectly acted. Thrills—Laughter—Pathos. The acme of entertainment.
3. October, 1936. "The Sport of Kings" A domestic comedy.

? ? ? ? ?

Remove these question marks and make the third production the biggest success yet of your own Society.

An evening of perfect entertainment is assured for you. This exhilarating comedy by Ian Hay is now in course of active preparation to make you laugh your cares away. The cast includes:

Roy Wyand	...	Algy Sprigge
J. E. Williams	...	Sir Reginald Toothill
Alice Noble	...	The Barmaid
Marjorie Turner	...	Dulcie Primrose
Edith Cole	... ...	Mrs. Purdie
Wilfred Betts	...	Amos Purdie J.P.
Herbert Ward	...	Bates
H. Barnett Williams		Joe
Vera Stephens	...	Katie
Alice Noble	...	Cook
Stanley Bragg	...	Police Sergeant
Marjorie Baldwin	...	Jane
Phyllis Hyman	...	Tweeny

Producer: Miss Joan Waddington.

The dates: October 30 and 31.

Hall: King George's Hall, Caroline Street, Great Russell Street, W.C.1.

Time: Evenings at 8.

Prices: Popular.

Object: To aid the B. & O. Fund.

Make a note of the dates and book your seats without delay. Tickets obtainable through your branch secretary, any member of the Society, or direct from honorary business manager:

W. Jno. Upton, 12a, Shieldhall Street, Abbey Wood, S.E.2

NORTH WALES DISTRICT SUB-COMMITTEE

A meeting of the North Wales District Sub-Committee and of the officers of the Merionethshire County Council was held at the Shire Hall, Dolgelly, on Saturday, September 12, 1936, regarding the formation of a separate branch for the county of Merioneth.

The meeting was addressed by Mr. W H. Whinnerah, chairman of the North-Western and North Wales District Committee; Mr. J. W. Singleton, vice-chairman; and Mr. Haden Corser, divisional secretary.

It was explained that there were already a number of members of N.A.L.G.O. serving authorities within the county who were members of the joint Cærnarvon and Merioneth Branch. The purpose of the meeting was to increase the membership within the county of Merioneth, and, if desired, to set up a separate branch for such members. It was eventually resolved that a separate branch of N.A.L.G.O. be set up from September 1, 1936, for the officers of the county of Merioneth.

There was an attendance at the meeting of approximately 45.

District Committees

YORKSHIRE

The final results of the Yorkshire District cricket and tennis competitions are as follow:

CRICKET.

Preliminary Round—Zone 1.

			Winners.
Brighouse	v.	West Riding	West Riding
Sheffield	v.	Dewsbury	Sheffield
Bradford	v.	Batley	Bradford
Keighley	v.	Shipley	Shipley
Rotherham	v.	Spenborough	Rotherham

First Round—Zone 1.

Shipley	v.	Bradford	Bradford
Halifax	v.	Rotherham	Rotherham
Sheffield	v.	Barnsley	Sheffield
Wakefield	v.	West Riding	West Riding

Zone 2.

Leeds	v.	Doncaster	Leeds
North Riding	v.	Bridlington	North Riding
Huddersfield	v.	East Riding	East Riding
Hull	v.	Harrogate	Hull

Southern District Cricket Finalists

Second Round—Zone 1.

West Riding	v.	Sheffield	West Riding
Rotherham	v.	Bradford	Bradford

Zone 2.

East Riding	v.	North Riding	North Riding
Hull	v.	Leeds	Hull

Semi-Finals—Zone 1.

West Riding	v.	Rotherham	West Riding

Zone 2.

North Riding	v.	Hull	North Riding

Final.

West Riding	v.	North Riding	WEST RIDING

TENNIS

Preliminary Round

Batley	v.	Huddersfield	Huddersfield
Harrogate	v.	Wakefield	Harrogate
Halifax	v.	East Riding	Halifax

First Round.

Huddersfield	v.	Leeds	Huddersfield
Harrogate	v.	Hull	Hull
Sheffield	v.	West Riding	Sheffield
Bingley	v.	Halifax	Halifax

Semi-Final.

Huddersfield	v.	Halifax	Halifax
Sheffield	v.	Hull	Hull

Final.

Halifax	v.	Hull	HULL

SOUTHERN

The finals of the bowls, tennis, and cricket competitions of the Southern District were played on Thornycroft's Sports Ground, Basingstoke, on Saturday, September 5.

Southampton, finalists in two of the competitions, beat Reading at tennis and lost to Swindon at bowls.

At cricket, Basingstoke and District (159 for 7), met High Wycombe (106 for 7), and the game was drawn. High Wycombe were runners-up in 1935. On a spin of a coin it was decided that Basingstoke should hold the cup for the first six months. Results:

Tennis

Southampton beat Reading by six games to two.

Men's Doubles: Andrews and Hancorn (Southampton) lost to Godwin and Bishop, 6—0, 1—6, 5—7; beat Tween and Slater, 6—0, 6—3. Rigby and Angel (Southampton) beat Godwin and Bishop, 1—6, 6—3, 6—2; beat Tween and Slater, 6—3, 3—6, 6—3.

Mixed Doubles: Wiltshire and Miss Wiltshire (Southampton) beat Everest and Mrs. Everest, 5—1 (retired); beat Gear and Mrs. Gear, 6—4, 8—6. Lusmore and Miss Cross (Southampton) beat Everest and Mrs. Everest, 6—2, 6—0; lost to Gear and Mrs. Gear, 2—6, 4—6.

Bowls

Swindon beat Southampton by 53 shots to 36.

Rink 1.—Southampton: J. E. Adams, H. S. Bickell, W. E. Elgey, and H. G. Walter (skip), 21. Swindon: A. F. Yarker, C. W. Jeffries, J. Alcock, and C. F. Reeve (skip), 28.

Rink 2.—Southampton: F. C. Cross, E. S. Harding, A. Powell, and A. S. Horne (skip), 15. Swindon: S. W. Brake, H. Green, R. Badminton, W. H. Haydon (skip), 25.

The winners' score was the highest for the competition.

NALGO's
NORTH WALES
HOTEL

WINTER TERMS
7/- per day
(Christmastide 9/6 per day)

For full particulars apply to—
The Manageress,
Cefn-y-Mynach, Private Hotel,
Rhos-on-Sea, Colwyn Bay,
NORTH WALES.

FREE TO THOSE WITH AMBITION

VALUABLE BOOK ON CAREERS WHICH TELLS HOW TO BETTER YOUR PROSPECTS IN COMMERCIAL LIFE AND TO INCREASE YOUR INCOME

With this Free "Guide to Careers" in your hand you can envisage a future bright with the promise of success.

ARE you ambitious? Have you the average measure of ability? Are you prepared to concentrate that ability on the attainment of success in your career?

If so, this announcement brings to you a message full of the promise of achievement.

The Metropolitan College is ready to answer your questions, to help you realise your ambitions, to turn your ideas into actions, your doubts into decisions, your hopes into actualities.

Just a little application during the long, dark evenings, and with the aid of a Metropolitan College Specialised Postal Training you can, like hundreds of others before you, move directly and swiftly forward to certain success.

Proficiency means progress. That is why a Metropolitan College Postal Training is a sound investment; it means to you an improved position, better prospects and an augmented and ever-increasing income. It equips you not only to see opportunity, but to *grasp* it when it comes your way. Here before you is your *first* opportunity. Make your decision *now* and send at once for a FREE COPY of the **Metropolitan College "GUIDE TO CAREERS"**—a carefully compiled 132-page volume which shows you plainly how to secure that advancement and financial stability upon which your future happiness depends. Perhaps you are hesitant—standing at the first cross-roads of your life—uncertain which path to tread. The Metropolitan College will help you from the very outset. The "Guide to Careers" will point the way, the Specialised Postal Training Courses will conduct you surely and rapidly along the Direct road to success.

In the quiet of your own home, at your own convenience, you can pursue a carefully graduated and intensely interesting course of study, based upon your individual needs and conducted personally by the experienced Chartered Accountants, Barristers-at-Law, Chartered Secretaries, and other experts who comprise the College Tutorial Staff.

Your future prosperity waits NOW on your decision. Let the urge of your ambition have sway. The turning point of your career may be in the attached Coupon. Fill in that Coupon and post it to-day to the College. So will you place your foot on the first rung of the ladder of leadership.

CONTENTS of the FREE 132-PAGE "GUIDE TO CAREERS"

1. The phenomenal growth of the Secretarial and Accountancy professions—the prospects therein.
2. The examinations of the several professional Accountancy and Secretarial Societies, the Institute of Cost and Works Accountants, etc.
3. Professional Preliminary examinations, Matric., Bar, London University Degrees, etc.
4. How to enter for these examinations—subjects—fees—exemptions, etc.
5. The advantages of possessing the examination diplomas of a recognised professional Society or a University Degree.
6. The best method of study; specialised postal training, taken at home in spare time.
7. Practical (non-exam.) Courses in all Secretarial, Accountancy and Commercial subjects. Cost Accountancy, Law, English, Foreign Languages, General Education, Public Speaking, etc.
8. The work of the College—figures showing how its examination successes regularly outnumber those of all other training centres combined.
9. Illustrative careers of past students now holding high positions in the business world—achieving success *early in life.*
10. Advice and hints given to students of the College by eminent public men.
11. The College Guarantee of Training until Successful and £2,000 p.a. Prize Scheme.

CIVIL SERVICE
forthcoming Exams. and how best to prepare for them. Send Coupon for **FREE** "40pp Civil Service Guide"

COUPON—POST NOW!

Please send me—without charge or obligation—the College
132 pp. GUIDE TO CAREERS } *Cross out Guide not required.*
40 pp. CIVIL SERVICE GUIDE }

NAME.....
(In Capitals)

ADDRESS.....

.....

Exam. (if any) in which interested.....

POST Coupon (id. if unsealed) to Metropolitan College, Dept. G3/2, St. Albans, or CALL at 40-42, Queen Victoria Street, LONDON, E.C.4, or 21, Spring Gardens, MANCHESTER, 2. *Local Govt. Service, Oct.*, 1936.

METROPOLITAN COLLEGE

Dept. G3/2, ST. ALBANS

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS
HEADQUARTERS:
24, ABINGDON STREET, WESTMINSTER, S.W.1.
ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: WHItehall 9351 (6 lines). Telegrams: Natassoc Parl, London.

HEADQUARTERS & BRANCHES

The following circulars have been remitted to branch officers:

September 10.

Circular No. 67/*Gen.*/1936.

(To each branch secretary.)

(a) Enclosing a copy of the minutes of proceedings of the Annual Conference, 1936.

(b) Enclosing entry form for the correspondence chess competition, 1936-7, and giving information relating thereto.

Circular No. 68/*HYS*/1936.

(To each branch secretary.)

Concerning the disposal of "Help Yourself" Annuals.

Circular No. 69/*Tour*/1936.

(To each branch secretary.)

Giving particulars of the 1937 educational tour to Canada and New York.

Circular No. 70/*Ed.*/1936.

(To each branch secretary and education correspondent.)

Requesting the views of county and county borough branches in the suggestion to apply for an alteration in the date of a relieving officers' examination.

Circular No. 71/*Ed.*/1936.

(To each branch secretary and education correspondent.)

Suggesting that those branches which have not already done so should afford education correspondents the opportunity of serving on branch executive committees.

Circular No. 72/*Ed.*/1936.

(To each branch secretary and education correspondent.)

Enclosing a copy of the 1936-37 Nalgo Correspondence Institute's Prospectus, and stating that additional copies are available.

Circular No. 73/*Ed.*/1936.

(To each branch secretary and education correspondent.)

(a) Enclosing particulars of the revised Scholarships scheme.

(b) Enclosing a copy of the revised rules and application form in connection with the scheme of loans for educational purposes.

Circular No. 74/*Approved*/1936.

(To each branch secretary.)

Being a further request for the names of those members of the Approved Society who

(*Continued at foot of next column.*)

SPECIAL BANKING TERMS.

Arrangements exist with the following banks, viz., Barclays, Lloyds, Midland, National Provincial, Westminster, District, Williams Deacons and Martins, and the Yorkshire Penny Bank, Ltd., by which members of N.A.L.G.O. may open and conduct current accounts at any of the branches of the banks on special terms. The arrangement applies to the continuance of an existing account or the opening of a new account. No stipulation will be made as to minimum balance to be maintained, and no charge will be made provided the account is kept continuously in credit and the number of cheques drawn kept within reasonable limits. The maintenance of a credit account does not entitle a member to interest on the amount of the credit balance. Any member wishing to obtain this concession must produce at the local branch of the bank selected, either his subscription receipt (white) for the current year or the membership subscription card (green) showing that the monthly subscriptions have been paid up to date.

(*Continued from previous column.*)

are no longer members of the parent association.

Circular No. 75/*Holiday Guide*/1937.

(To each branch secretary.)

Requesting recommended addresses for inclusion in the 1937 issue of the Holiday Guide.

September 16.

Circular No. 76/*BO*/1936.

(To each branch secretary.)

Enclosing a copy of the new Benevolent and Orphan Fund poster and stating that further copies may be obtained.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: April, 44; May, 44; June, 44; July, 46; August, 46; September, 47. The percentage increases in each of the five groups on which the index figure is based are as follow:

	July	Aug.	Sept.
Food	29	29	31
Rent	59	59	59
Clothing	90	90	90
Fuel and Light ..	75	75	75
Other Items ..	70	70	70

IMPORTANT DATES

October 16.—Meeting of the Committees of the National Executive Council in London.

October 17.—Meeting of the National Executive Council in London.

October 31.—Branches to remit all moneys due to the Association to headquarters. Summary Sheets to be forwarded to headquarters as soon as possible. District Committees to furnish annual reports and financial statements to headquarters.

For Autumn

Woollen Mufflers - - - - - 6/-
Sweaters - - - - - - - - 10/6
Flannel Scarves - - - - - 4/6
in NALGO colours
Write for illustrated colours price list
NALGO
24, Abingdon St., Westminster, S.W.1

Holiday Centres and Cruise
RE-UNION
NOTE THE DATES:
LONDON—
Saturday, 13th February, 1937, at Harrods, Knightsbridge
LEEDS—
Friday, 26th February, 1937, at the Town Hall, Leeds
7 to 12 p.m. *Tickets* 2/6
Obtainable from:
NALGO
24, Abingdon St., Westminster, S.W.1

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS" ——— Price £1 1 0

To the GENERAL SECRETARY, N.A.L.G.O.,
24 Abingdon Street,
Westminster, S.W.1.

". . . must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

Please send me.....copy(ies) of "A Century of Municipal Progress, for which I am enclosing a remittance for £ : :

NAME.....

ADDRESS.....

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

Retrospect and Prospect

OCTOBER 31 is an important date in the calendar of the Association, for it marks the end of another branch year—a year, in our opinion, of progress, success, and achievement on all fronts. Whether new high records have been reached by each branch cannot yet be ascertained and will not be known until the executive committee reports are available and until the summary sheets are received at headquarters.

The next few weeks will see great activity in the localities, for the past twelve months' work must be rounded off, pulled together, written up into report, and presented to the branch annual general meetings for—what? criticism? congratulation? lively discussion? or just apathetic acceptance?

This is the time of the year when the individual member of the Association has the most glorious opportunity of proving his interest in the affairs of N.A.L.G.O., for not only has he under review the work performed by his branch executive committee for the year 1935-36, but he also has an opportunity of speaking his mind on the plans which are laid for 1936-37. In addition, the elections are on for the honorary offices of the branches, the branch executive committees, district committees, and so on, and, although the days of the hustings may be over, the elector still has the right and the chance of testing the worth of the candidates, and of voting for the best men and women. Whether he exercises that right is a matter for his conscience, but he alone is responsible for the result of the poll and for the effects of that result.

What Has Been Done?

Moreover, now is the time when central records and statistics are prepared. What is the membership of each branch? How has the branch progressed so far as the activities of the Association are concerned? Has that extra push been put into Benevolent and Orphan Fund propaganda, and, if so, what has been the result? What interest has been taken by each branch in the Provident Society, the Building Society, Logomia, the Approved Society, and the other economic benefits derived from membership of N.A.L.G.O.? More urgent, what is being done by each branch to foster interest among the junior officers in the Association's educational programme and to prepare them for the time when they will be holding responsible positions in the service?

New Membership Record

These are a few questions which come easily to one's mind, but they cannot be adequately answered without the ready assistance of the branches. The prime requirement at headquarters is the summary sheet, for this is the only safe and sure guide of the membership of the Association. N.A.L.G.O. has never had any regard for paper membership; paid-up members only are included in the annual report which the National Executive Council presents each year to the annual conference. But, if we may, for the moment, assume the role of prophet, it is to forecast that the membership this year will show a vast increase, and will prove to be the biggest annual increase since the commencement of the Association. The membership, according to the quarterly returns received at headquarters for the period ended July 31, was 92,157, which is an increase of close on 7,000 over the membership at October 31 last. We can record this large increase in spite of the fact that some 350 branches did not send in a quarterly return for this period, and in spite of the further handicap that, of these 350 branches, over 200 have not sent in any return at all during the year.

In the March issue of this journal, we made an appeal for a drive to secure 100,000 members by the end of the branch year. The appeal is in sight of realisation. There are approximately 8,000 members to be obtained before the end of this month—that is an average of roughly fifteen members per branch. Can it be done?

Worth of N.A.L.G.O.

Having taken stock of the membership position, we can turn to other aspects of the year's work. Many improvements have been made in service conditions — salaries, grading, office hours, holidays, sick leave regulations, and so on—many authorities have adopted superannuation for their staffs, local joint committees have been formed here and there, and the whole question of Whitleyism is gaining momentum. Legal assistance has proved an invaluable adjunct to membership of the Association for many local government officers; the Benevolent and Orphan Fund has helped more than one "lame dog" over the stile; and many members have cause to be grateful to the Nalgo Correspondence Institute for coaching them through to success in their examinations. These are generalisations which can easily be justified. The branch reports will particularise and the results which they will show will at least prove the worth of N.A.L.G.O. in the sphere of local government during 1936.

Next Year

What of 1937? Nothing succeeds like success, but nothing will succeed without a plan, and each branch must add its quota to the plan, if it is to represent the whole objective of N.A.L.G.O. for the forthcoming year. There are problems to be solved in each area, and we suggest that each branch should concentrate on solving the most urgent of its problems during the next twelve months. In other words, by October 31, 1937, 600 branches should be able to say: "We have succeeded in this, now let us get on with that." Only in this way can progress be maintained.

An Appeal

May we appeal to departmental collectors, auditors, honorary treasurers, and all those honorary workers who are concerned with the collection of subscriptions and the preparation of summary sheets to assist headquarters by ensuring that their final returns are received promptly. The preparation of membership statistics, the calculation of the rebate due to district committees, and the hundred and one other details which have to be extracted from the summary sheets for inclusion in the annual report, place no light task upon the staff at headquarters, but it can be rendered easier if the branches will co-operate.

Scottish Notes

THE autumn meeting of the Scottish District Committee, held in Edinburgh on Saturday, September 19, was well attended, and the business was of an interesting character. Mr. A. G. M. Archibald presided and submitted the report of the executive.

Eligibility for Membership

The vexed question of eligibility for membership had again been considered by his executive. The list issued by the National Executive Council and circulated to branches was before them. While several grades of employees mentioned therein as eligible had not hitherto been admitted by our Scottish branches, it was agreed to recommend that the list generally be approved.

Whitley Councils

In connection with the establishment of a Scottish Joint Council for Local Authorities' Administrative, Technical, and Clerical Services, he stated that a draft constitution had now been approved, and that, at a meeting held in Edinburgh on July 31, he and the secretary had attended and had given their approval to the draft. He trusted the committee would endorse their action in this matter. After the joint meeting, there had been a separate meeting of the representatives of the various unions to consider the allocation of seats, but the meeting decided to adjourn consideration until after the holidays. On September 4, a meeting of representatives of unions claiming seats on the staff side of the council had been held in Mr. Mortimer's office, when a memorandum had been presented showing that N.A.L.G.O. was entitled to at least eight of the twelve seats. No agreement was reached at that meeting, and negotiations were still proceeding. His committee suggested that, after an expression of opinion on the subject, it be remitted to them with full powers to negotiate and take such further steps as they might think proper. Mr. Phillip McDevitt, who presided at the meeting of trade union representatives, gave an account of that meeting, and after some discussion the report was approved and the recommendations adopted.

Education

Mr. John Campbell submitted the report of the education committee. He stated that it was gratifying to report that the sixth summer school, held at St. Andrews in June last, had been the most successful of all. The numbers attending the school had steadily increased. The lectures were very informative, and there had been an excellent press. It had been suggested to the committee that a correspondence course of study should be instituted for registrars of births, deaths, and marriages in Scotland, and for those intending to take up that kind of work. His committee suggested that we might get into touch with the Registrars Association and discover what demand there was for such a course. Regarding the diploma in public administration, he stated that this year there appeared to be a falling off in the number of enrolments at the Glasgow School of Social Study, and he trusted that representatives in the West of Scotland branches would bring the matter prominently before their members and emphasize the benefits and advantages to be derived from such a course of study. Some students complained of great difficulty in getting the necessary text books, particularly those taking the course of study for the poor law diploma. It was decided to ask headquarters to place these books in the lending library. He stated that a new syllabus for Scotland in connection with the N.A.L.G.O. examinations had now been prepared and would shortly be issued to branches.

Propaganda

Mr. Duncan Galbraith submitted the report of the propaganda committee, and spoke of the various meetings which had been held, and of those contemplated in the near future. It was proposed to make a definite effort to organise the nursing staffs in local government institutions, and his committee recommended that only certified nurses be considered eligible for membership. The report was approved.

Sports

Mr. S. H. Brodie, in submitting a report on the annual sports day, said that while the day had been most enjoyable, he had received a few criticisms, some of which had no substance in fact, and others which would be duly considered when making arrangements for next sports day. There was certainly some difficulty in getting an entirely suitable venue—one with all the facilities we should like—but the meeting could rest assured that his committee would carefully consider the criticisms and suggestions that had been made.

The prizewinners at the annual sports day at Bridge of Allan were as follow:

Bowling.—"Hugh Begg" Bowling Trophy and prizes (31 shots up): A Fife Rink consisting of Messrs. W. Wilson, F. G. Peddie, A. Stewart, and R. G. Wigston (skip).

Runners-up Prizes: A Lanarkshire Rink, consisting of Messrs. J. Ferguson, A. Mackintosh, D. Hendry, and J. S. Rhind (skip).

Golf (Gents)—The "Buchan" Trophy and prize: Mr. Wm. Donaldson, of the Scottish Eastern Border Counties Branch —152 scratch.

Prize: J. Robertson, Stirling Branch. Net score, 138.

Golf (Ladies)—The "Walls" Trophy and prize: Miss E. S. Marnoch, Dundee Branch. 105 scratch (1 round).

Divisional Secretary's Report

Mr. Mortimer made a report on the principal happenings in connection with his work since the last meeting. He referred in some detail to the various negotiations which had taken place with regard to Whitley Councils, and also to the various salary negotiations which had taken place, particularly in Lanarkshire. With regard to the establishment of superannuation schemes, the position was very gratifying. Within the past six months eight new schemes had been adopted, and in most of these it had been decided that payment for back service be at a rate not less than 8oths. In connection with compensation, a test case had been submitted to the Scottish office, and the appeal was now pending. He also gave details regarding propaganda efforts and to the position of new branches recently established.

Donations to Hospitals

The secretary reported that he had received a cheque for £52 10s., the sum allocated for distribution to voluntary hospitals from the sale of "Help Yourself" journals. He suggested that, as in former years, this sum be distributed amongst the branches roughly in the proportion to the number of journals sold, so that they might make contributions to local hospitals. He read a list of the various sums proposed to be sent to each branch, and this was approved.

Registrars and Superannuation

The secretary submitted a letter from the Association of Registrars of Scotland as to the inclusion of registrars in the Superannuation Bill, which the Government has promised to introduce. It was agreed that this letter, together with the accompanying memorandum be remitted to the parliamentary bills sub-committee.

Annual Conference

Mr. Thomas Spence, in the absence of Mr. Urquhart, submitted a report on the annual conference. The chairman stated that it would be unbecoming to depart from this question of the annual conference without congratulating Aberdeen Branch on the great success of its arrangements. All their colleagues in Scotland thought their Aberdeen friends excellent hosts. The town council also ought to be congratulated for the excellence of their hospitality. The reception they had given on the Friday evening was second to none, and he hoped the Aberdeen delegates would convey their thanks and congratulations to the proper quarter.

It was agreed to hold the next meeting in Glasgow on December 12.

After the meeting, the representatives were kindly entertained to tea by Edinburgh Branch.

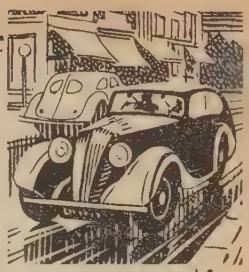
Rutherglen

A largely attended meeting of the officials and staffs of Rutherglen Town Council was held in the council chamber on September 9. Mr. Aitken presided, and Mr. Mortimer gave a brief address. It was evident from the questions asked that many in the audience were interested, but there was a difference of opinion as to whether it would be advisable for the Rutherglen staffs to join Lanarkshire Branch or Glasgow Branch, or form a branch of their own. It was decided to form a committee to consider this question.

N.A.L.G.O. HOLIDAY GUIDE RECOMMENDED ADDRESSES

Will all members who have spent their holiday at a resort at home or abroad in an establishment which they can recommend as worthy of inclusion in the next edition of the N.A.L.G.O. Official Holiday Guide, please send the name of the proprietor and address of the establishment to headquarters as soon as possible.

OCTOBER 15th—24th



MOTOR SHOW — OLYMPIA

BUY YOUR CAR THROUGH THE

NALGO

MOTOR HIRE PURCHASE SCHEME

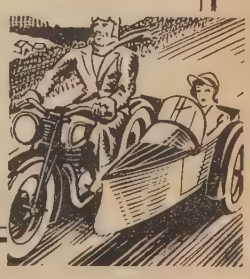
MOTOR CARS, TERMS *(New Vehicles Only)*

(1) Period over which repayments spread 12 months 18 months 24 months	Minimum payment on signing Agreement (tax and insurance being paid separately). 25 per cent. 25 per cent. 33⅓ per cent.		
(2) Percentage which will be added to balance outstanding to determine monthly payments.	**12 months** 6½%	**18 months** 9¾%	**24 months** 13%

The Scheme also applies to New Motor Cycles on the following terms:

(1) Maximum period over which repayments spread. 12 months	Minimum payment on signing Agreement (tax and insurance being paid separately). 25 per cent.	
(2) Percentage which will be added to balance outstanding to determine monthly payments.	**6 months** 3¾%	**12 months** 6½%

FURTHER PARTICULARS CAN BE OBTAINED FROM YOUR LOCAL CORRESPONDENT OR DIRECT FROM N.A.L.G.O., 24, ABINGDON STREET, WESTMINSTER, S.W.1



Freedom of Middlesbrough

Honour for Mr. Preston Kitchen: 25 Years as Town Clerk

MIDDLESBROUGH, on September 23, made its town clerk (Mr. Preston Kitchen) a Freeman of the borough. The large company present was representative of every phase of the town's life, and of municipal administration in Yorkshire and the North-East.

Mr. Kitchen, who has been at Middlesbrough over 30 years, completed 25 years as town clerk last June. It was in honour of his service in that position that the freedom was conferred. He and Mrs. Kitchen chose their silver wedding day for the occasion.

Three Presentations

The presentations included a massive oval bowl in worked silver, a framed, illuminated copy of the town council's resolution, the work of Mr. E. J. W. Eales, formerly of the borough treasurer's department, and a solid silver fruit stand. The fruit stand was from former members of the town clerk's staff who now fill town clerkships or other important posts.

A former Middlesbrough mace-bearer, Capt. W. Hebron, of Ingleby Arncliffe, attended. He is 80. The Mayor of Middlesbrough (Coun. A. Elstrop) presided. He was accompanied by the Mayoress (Mrs. Elstrop). The town clerk had with him Mrs. Kitchen, who has just recovered from a critical illness.

Others present included the Lord Mayor of York (Coun. H. E. Harrowell); the chairman of the Durham County Council (Ald. W. N. Smith); Mayor of Stockton (Ald W. Newton); Mayor of Darlington (Coun. T. E. Hudson); Mayor of Redcar (Coun. J. W. Farren); Mayor of Brighouse (Coun. Dr. J. Wood); chairman of the Elland Urban Council (Coun. S. Thornton); town clerk of Stockton (Mr. T. Downey); town clerk of Darlington (Mr. H. Hopkins); town clerk of Thornaby (Mr. J. R. Carr); town clerk of Redcar (Mr. T. D. Hocking); town clerk of West Hartlepool (Mr. H. W. Stanton); town clerk of Hartlepool (Mr. W. M. Mell), clerk to the Billingham Urban Council (Mr. J. Whitehead); town clerk of Brighouse (Mr. E. H. Clegg); clerk to the Elland Urban Council (Mr. D. Garsed); clerk to the North Riding County Council (Mr. H. G. Thornley); town clerk of Sunderland (Mr. G. S. McIntire); town clerk of Newcastle (Sir Arthur Oliver); town clerk of Gateshead (Mr. J. W. Porter); town clerk of Leeds (Mr. T. Thornton); town clerk of Ripon (Mr. J. H. Gough); town clerk of South Shields (Mr. H. Ayrey); clerk to Eston Urban Council (Mr. B. R. W. Gofton); Middlesbrough's M.P.s (Mr. F. Kingsley Griffith and Mr. Alfred Edwards); Sir John Maxwell (chairman North-East Traffic Commissioners); Mr. K. W. Grant (General Inspector, Ministry of Health); Ald. W. F. Whitwell (vice-chairman North Riding County Council); Coun. P. McPartlan (chairman Eston Urban Council); Mr. E. Horsfall, Halifax (formerly of Elland); Mr. F. W. Nattrass (general manager of the Tees Conservancy Commission).

Courtesy of] **Mr. Preston Kitchen signing the Freeman's Roll.** [*Northern Echo.*

The Archbishop of York's Tribute

The Archbishop of York, who was unable to be present, wrote stating that "it would have been a great pleasure to join in a tribute to one who so fully deserves the honour that is to be paid to him." The Bishop of Middlesbrough (Dr. Shine) sent "hearty congratulations on a great honour."

Mr. R. H. Jerman, hon. secretary to the Society of Town Clerks, wrote of Mr. Kitchen that he "represents to us an example of everythink that a town clerk should be." Judge Richardson wrote expressing "hearty congratulations on attaining such an honour."

Sir Alfred Pease, wrote expressing "grateful appreciation of all Mr. Kitchen's kindness." Mr. J. Beckett, the general secretary of the Municipal Tramways and Transport Association, wrote "He is beloved by those who have been brought into contact with him."

There were also messages of congratulation from the Hebrew congregation, the Middlesbrough branch of the National Association of Local Government Officers, the Middlesbrough Rotary Club, and many other organizations.

The Guiding Hand

Coun. T. Meehan, who moved the resolution to make Mr. Kitchen a Freeman, said that in the matter the town council was completely unanimous. Every section of the community was gratified that so zealous a servant as Mr. Kitchen was to be honoured. The town clerk's had been the guiding hand at the helm of the good ship Erimus for twenty-five difficult years. During that time he had never failed in his friendliness, especially to the new members of the council.

The "father" of the council, Ald. W. J. Bruce, said that he had seen every one of Middlesbrough's fifteen Freemen invested. Fourteen of them were during his membership of the town council

Sir Arthur Oliver, town clerk of Newcast paid tribute personally and also as chairm of the North-Eastern Branch of the Socie of Town Clerks.

The Mayor of Stockton (Ald. W. Newto stated that Middlesbrough's town clerk w held in the highest esteem not only in Middl brough, but on the whole of Teesside. T Lord Mayor of York lauded the idea of pr senting bouquets while men lived rather tha of placing wreaths on their graves.

The Mayor of Darlington conveyed t greetings of his town, and Ald. W. Mansfiel of Saltburn, spoke of the feelings of t corporation workmen.

The mayor, in presenting the casket and a illuminated copy of the resolution on vellu said that the town clerk had earned h honour by hard work, courtesy, and force character.

Mr. Kitchen's Reply

Mr. Kitchen, who w received with prolonge applause, said "I regard it a great compliment that su porting me here to-day a many of my brother tow clerks from all over th country. I am also delighte that several who hav passed through my office an graduated to town clerks a also present.

"The twenty-five yea during which I have had th privilege and honour o occupying this important pos have, perhaps, been the mos important period in history both from a national and local point of view. Thoug these twenty-five years hav been filled with a super abundance of hard work, the have also been filled wit great joy.

"Speaking of the town o Middlesbrough, it is true t say that it is known all ove the world. I would like t pay my mede of praise to th great sacrifice and magnificen public services given to th town by members of th council as I have known them during the pas twenty-five years.

"During my period of service I have see elected 137 members of the town council, an have served under thirty-two mayors.

Tribute to His Wife.

"I would like to mention my wife, who, am thankful, has been sufficiently restore from her recent illness to be at my sid to-day, so that she has the joy of sharing thi great honour with me. Without the grea care, patience, and toleration which she ha shown it would not have been possible for m to have got through the work which has bee done.

"Let me say that if there was any reaso more than another why I might have achieve some success during my occupancy of th position, it is my abounding love for the tow of Middlesbrough, which, above everything else, has been my inspiration and consolatio during all the years I have been here, an with pride to-day I feel that there is no tow in the country where there is a better civi pride than in Middlesbrough.

General Literature

By JONAS PRAPS

Other Lands

Two books on Palestine. First, Miss Dorothy Kahn's **"Spring up, O well"** (Cape, 10s. 6d.). Miss Kahn has spent a considerable amount of time in the country, and has been on the staff of the English daily newspaper in Jerusalem. Her views lean towards the Zionist point of view, but her experiences are many and uncommon. —— The second is **"No Place like Home,"** by Beverley Nichols (Cape, 7s. 6d.). Only the second part of the book deals with his impressions of the Holy Land; the early portions relate what happened to him in his journey across Europe. Nichols has a happy way of picturing the people he meets on his way. —— It is a pleasure to come across a book about Germany which has nothing to do with Fascism, Jews, or its economic or social problems. Robert M. McBride, in **"Towns and People of Modern Germany"** (Harrap, 8s. 6d.), discourses pleasantly upon the country, its people, and history. It is all delightfully informative and equally interesting to read. —— In quite different style Cedric Belfrage recounts his world travel experiences in **"Away From It All: an Escapologist's Notebook"** (Gollancz, 10s. 6d.). Mr. Belfrage is a journalist, and his pen provided the wherewithal for his travel costs. His travels include Spain, Palestine, India, the Malay States, Australia, and the Pacific Islands. He has a free and open style in describing his experiences, and is not afraid of expressing strong criticism of governments, particularly the English way of ruling in India and elsewhere. "England's policy towards the native princes here was very different from what it was in India. The Sultan was a man whose power was largely nominal, and he had a mere £40,000 a year to rub along on. It was a lot of money compared with what a coolie had, but compared with the fabulous wealth the maharajahs were allowed to grind out of the Indian masses, it was damned nearly Communism." The book is well worth reading.

The Law

Mr. F. W. Ashley was for over half a century clerk to the late Mr. Justice Avory, but **"My Sixty Years in the Law"** (Lane; 15s.), whilst it is largely associated with Avory's legal work, is much more a record of his clerk's association with many well-known men in the legal profession. The book is crammed with information about the ways of courts and court cases and contains many excellent stories.

Imaginative Literature

Gerald Bullett's new novel, **"The Snare of the Fowler"** (Dent, 7s. 6d.), is centred around the life of Drusilla. In her early teens she has a baby which she is untruthfully told was dead. It would be unfair to divulge the tragedy which comes into her life later on in the fifty stage as the result of this deception. The story is an unusual one, some of the characters are of the puppet type, but the theme is carefully developed. —— The latest murder mystery of Victor McClure, **"Hi-spy-kick-the-can"** (Harrap, 7s. 6d.), is associated with a garden game played by a number of young people. The writer, like many golfers, suffers too much from an exaggerated grip, the result, perhaps, of textbook knowledge, but, despite all, gets a number of good shots in. —— **"Spring Storm,"** by Alvin Johnson (Constable, 7s. 6d.), is not an ordinary Wild West story, but deals with the hard farming existence in North-Eastern Nebraska, with a powerful love interest of an unusual character.

Comedy

The theme of Mr. St. John Ervine's play, **"People of Our Class"** (Allen, 3s. 6d.), is the reaction of young people against convention and to the family tradition of Army or Navy careers. The characters are good, but there is not the usual Ervine grip.

Hard Facts

Books on the study of the "dismal science" of economics have poured from the press in endless profusion for some considerable time. Mr. W. F. Oakeshott, in **"Commerce and Society"** (Clarendon Press, 7s. 6d.), traces the history of trade and its influence upon the history of civilisation from very early times down to the present day. He has in view the interest of the general reader rather than the student, and has succeeded in producing an excellent survey of his subject. —— J. L. Hodson made a decided hit with his novel, "Harvest in the North." He displayed a clear conception of the life of working people. His new book is entitled **"Our Two Englands"** (Joseph, 10s. 6d.). It describes a journey through industrial England, Wales, one or two Scottish places, and contrasts the lot of the fully employed with those less fortunately placed. He is critical but humorously appreciative in his evaluation of the varied aspects of social life in industrial areas to-day.

(*Continued from next column.*)

"Muddle through, somehow, sometime, but don't, *please* don't start organizing and regulating, because I shall have to concede something to my neighbour, and I don't want to do that."

This disparagement of government shows up in some very odd corners and notably, to-day, in detective fiction. Mr. Charman Edwards is no exception in his book, **"Fear Haunts the Roses"** (Ward Lock & Co., Ltd., Warwick House, Salisbury Square, E.C.4, 7s. 6d. net). It is the old, old story of the private detective (always known as "criminologist") who shows Scotland Yard how to do its work. As a story, it is good. People die and green roses are found near their bodies. They are supposed to be suicides, but are they? If they are, why have green roses been sent to them just before their death? If not, who has done these most awful deeds? Mr. Percy Aloysius Huff, O.B.E., finds out, and his investigations provide a good, thrilling yarn.

Some Other Books

To attempt, within the comparatively short space of 264 pages, to trace the rise of liberalism in Europe from the Renaissance and the Reformation up to the time of the French revolution, and to forecast from this rise the tendency of the future, is an undertaking which might daunt the greatest brain, but it is a subject well within the powers of Professor H. J. Laski. In the **"Rise of European Liberalism"** (George Allen & Unwin, Ltd., 40, Museum Street, W.C.1, 7s. 6d. net) he has cast a wide net and has caught a draught of fish which leaves the observer gasping. True, this book is only an essay, and to say that it is an essay neither understates the case, nor detracts from the value of the attempt. To range over the whole of the great thinkers during a period of approximately three centuries, to bring their views into relation one with another and to show the effect of their work on the development of society and social institutions, certainly needs more than average ability. But, then, the writer of this book is capable of almost any gigantic task in the realm of political theory. He has shown how trends begin, how they rise, and how, before they have reached their apex, another trend has already commenced to take their place. From religious domination to religious toleration; from aristocratic government to that form of democratic government whose principle was *laissez-faire,* and whose policy was to ensure an absence of government interference with business; from that form of democratic government to the desire for "government of the people, by the people, for the people"; through the effects of English thought on continental movements and *vice versa;* down to the conclusion that we, like our predecessors in the sixteenth century, have "seemed to enter upon a long period of winter. We can comfort ourselves only with the hope that a later generation will detect in its rigours the grim prelude to a brighter spring," this book gives an almost too-perfect word picture of an important phase of political history, and should on no account be missed.

Sir Ernest Benn's liberalism sounds almost quaint these days, for to hear him disparaging, as he does in **"Modern Government as a Busybody in Other Men's Affairs"** (George Allen & Unwin, Ltd., 40, Museum Street, W.C.1, 6s. net), all efforts of government to regulate social, economic, and political life is like hearing that the poor are poor because they are lazy. He condemns everything, from the League of Nations to the municipal officer who exercises his statutory functions; he tries, unsuccessfully, to whitewash those old captains of industry who created back-to-back houses, and even goes so far as to suggest that, left to itself, private enterprise would have solved the slum problem long ago. His whole attitude can be summed up in a quotation. At page 235 he says: "The secret of success with world government, just as with national government, or with family government, is to do as little and not as much of it as possible." In other words, he is saying:

(*Continued in previous column.*)

OBITUARY

We much regret to announce the tragic death by drowning while bathing at Porthcawl of **Mr. W. J. Stacey,** accountant to the Mynyddislwyn Urban District Council. A good colleague and an enthusiastic member of N.A.L.G.O., his loss will be keenly felt.

We have to record with regret the death of **Mr. E. Ostler,** honorary secretary of the Boston Branch, after a short illness.

It is with very deep regret that we have to record the death of **Mr. Robert Rutter,** the sanitary inspector to the Irlam Urban District Council, at the age of forty-nine years, on September 12 Mr. Rutter has been the honorary secretary of the Irlam Branch of N.A.L.G.O. for some years, and has done a tremendous amount of work on behalf of the Association. His death will be a great loss to the branch and also to the Association.

CONGRATULATIONS

The congratulations of the Association are due to **Mr. J. H. Warren,** J.P., D.P.A., clerk to the Newton-in-Makerfield Urban District Council, **Mr. Norman Wilson,** D.P.A., public health department, Birkenhead, and **Mr. W. J. Malley,** education department, Liverpool, who have been successful in obtaining the degree of M.A. at the Liverpool University.

OUTING

On August 22 the members of the **Chichester** Branch held its first annual outing to Hampton Court. After lunch a trip on the river was made to Shepperton, where tea was provided for the members by the town clerk and president, Mr. Eric Banks.

SPORT

The finals of the sixth annual lawn tennis tournament (staff) were held at **Prudhoe Hall Colony** on Saturday, August 2, 1936, under ideal conditions.

Results:

OPEN SINGLES (Men).
The "McCoull" Cup.

Final.—T. Hodgson beat W. Robinson 6—0, 6—2.

OPEN SINGLES (Women).
The "Nesta Hawkes" Cup.
(Holder: Nurse D. Wilson.)

Final.—Nurse D. Wilson beat Nurse G. Kirk 6—4, 6—2, and thus holds the cup for the sixth year in succession.

MIXED DOUBLES (Handicap).
The "Alison Reay" Cup.

Final.—Mrs. J. G. Thompson and Nurse G. Kirk beat T. Hodgson and Nurse D. Hills 6—3, 6—3.

The visitors were entertained to tea, arrangements for which were in the capable hands of Sister G. Fairweather and Sister E. Gallagher.

The cups and prizes were presented by the matron, Miss A. Reay, who herself received a bouquet of carnations from the staff.

A presentation was also made to Mrs. J. G. Thompson, a member of the teaching staff, who was responsible for organising this successful tournament.

The King's Head Hotel, Harrow, has a full-size billiards-table, with full equipment, for sale, and if any branch should be thinking of purchasing a table for its club-room, an offer may be made to the manager of the hotel, who is willing to sell at a reasonable figure.

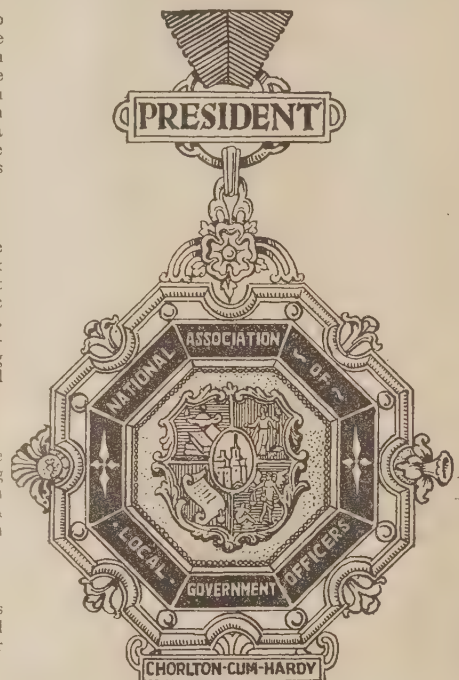
NEW JOURNAL

We congratulate the **Wolverhampton** Branch on the first number of its official magazine—"Civic." It is intended to issue it bi-monthly and to make it the medium for conveying National Association and local sports and social activities news to members. The magazine is attractively produced, and if the high quality of the first number is maintained it should be a great success.

Camaraderie

BRANCH PRESIDENTS' BADGE

9 ct. Gold and Enamel £12-12-0 nett. **Silver Gilt and Enamels £3-3-0 nett.**



At this time of the year many branches will be giving consideration to the purchase of a badge for their president. A badge has been designed, and approved by the National Executive Council, and is represented above in its actual size. The badge is composed of the crest of the Association in two shades of blue and red on a recessed metal ground. The workmanship and quality is guaranteed by the makers, to whom application should be made direct, Thomas Fattorini, Ltd., Regent Street Works, Birmingham 1.

Mr. R. STEPHENSON

RETIREMENTS

Mr. Robert Stephenson, the Cardiff pub assistance officer, one of the best-known m in Cardiff through his forty-four ye association with Poor Law work in the ci tendered his resignation to the Cardiff Pub Assistance Committee on July 15, 1936, take effect on September 30, 1936.

His resignation came as a big surprise the members of the committee, and w received with regret.

The chairman, Alderman O. C. Purnell, proposing a resolution of thanks to M Stephenson, said that in losing him they we losing an excellent adviser. The lord may Alderman G. Fred Evans), in seconding t resolution, said that in Mr. Stephenson th had a public official whose integrity was ou standing, and the poor of the city, as well the committee, were losing a great frien All the members of the committee associat themselves with these remarks.

Mr. Stephenson thanked the committ members, both past and present, for th co-operation and the members of his staff f their loyalty.

Mr. Stephenson had practical experience every department of the service. He w trained under the late Mr. A. J. Harris, w was recognised as one of the greate authorities on Poor Law in the country. an early age, and within three years of ent ing the service Mr. Stephenson becam assistant clerk to the guardians. He he this position for twenty-seven years, and 1922 succeeded Mr. A. J. Harris as clerk the Cardiff Board of Guardians and clerk the assessment committee. On the transf of the functions of boards of guardians was designated public assistance officer.

Through the whole of his career M Stephenson has always spared time to take keen interest in officers' affairs. He took active part in the Cardiff Branch of t National Poor Law Officers' Association, a the Cardiff Branch of N.A.L.G.O., bei president in 1934 and 1935.

We wish Mr. Stephenson long life, healt and happiness in his retirement.

Miss Phylis Marks, who was typist to M R. Stephenson, public assistance officer, doi secretarial duties for the public assistan department, entered the service of the Card Board of Guardians on February 10, 191 and resigned her position on August 16 las She has now married Mr. J. S. Hobbs, a officer of the Unemployment Assistan Board. Miss Marks was an energet N.A.L.G.O. member, and served on t Cardiff executive committee. We wish Mi Marks every happiness in her future life.

SOCIAL

The **Poplar** Branch is proposing to hold dance in aid of the Benevolent and Orpha Fund, and the following note should be mad in your N.A.L.G.O. diary:

Date: Saturday, November 28th, 1936.
Place: East India Hall, East India Doc Road, Poplar.
Band: Howard Baker's "Delphians."
Admission: 2s.
Time: 7.30 p.m. to 11.30 p.m.
Tickets: Obtainable from branch secr tary H. A. Tibbatts, Bromley Public Ha Bow Road, E.3.

I.A.R.V.O.

The Lancashire and Cheshire Student Society enters upon its 7th session o October 1. Throughout the session an exce lent series of lectures and discussions upo subjects relating to rating and valuation w be held. Applications for membership fro persons engaged in the profession are invite Full particulars can be obtained from th honorary general secretary and treasurer, 7 Princess Street, Manchester 2.

There's no fury like an overcoat scorned

When I say that there's no fury like an overcoat scorned I mean that if you won't pay proper attention to the quality and tailoring of your winter overcoat the poor thing must let you down by looking seedy. It stands to reason, because during the cold months all the stress of the weather, the rub of car and train seats, is taken by your winter overcoat. You must have wondered why overcoats look shabby so soon, and that's the reason—they bear the brunt. I made up my mind years ago that I would produce overcoats that would not "give up trying" but would look as smart as your suits and last as long, and I suppose I must have spent years from first to last in perfecting the overcoat of my dreams. I studied overcoat stresses. I had special materials woven. I introduced hidden double stitching here and extra stiffening there until today I think I can promise you several years more wear from the overcoat I build for you than you have been accustomed to. No, I'm not blushing—I'm telling you. Anyhow I'm still game to give comfortable credit terms to my good friends the Public Official on the actual marked cash prices I charge the public, so it can't do any harm if you look in for a chat on clothes subjects—and I shall be delighted to see you

Overcoats from 4½ Gns. *I offer credit to Public Officials ONLY with a nominal 2½% extra for clerical expenses, provided they mention this paper when ordering*

THE PUBLIC OFFICIALS' TAILOR

George Doland

WHITEHALL SW1 & 143-5 VICTORIA ST. SW1

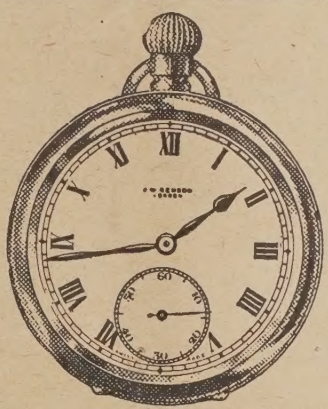
Branches at Balham, Bromley, Cheapside, Cricklewood, Clapham, Ealing, Holborn, Horsham, Putney, Staines, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE, 15-17 Ludgate Hill

Stuarts.

BENSON'S *guaranteed* WATCHES for MEN who want ACCURACY

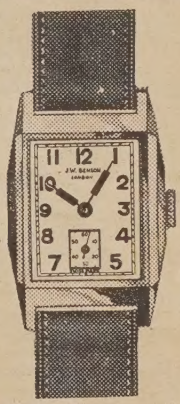
BENSON'S century-old reputation for accurate watches is behind every offer to the public. Now, thanks to the special offers below, every man who reads this journal may own a first-class timekeeper for a few shillings down. **The solid gold watches illustrated are fully-jewelled and guaranteed for accuracy.** Don't miss this opportunity! Post coupon below NOW for FREE Pocket or Wrist Watch Catalogue and Special Order Form.



Benson's Solid 9 ct. Gold 'Signal' Watch £7.10.0

Own either of these Solid Gold Watches

FOR 5/- DOWN



Man's Solid 9 ct. Gold Wrist Watch £6-10-0. Supplied with crocodile, suede or pigskin strap.

MEN! TAKE YOUR CHOICE! Own either of the handsome solid gold Benson watches shown here for **a specially reduced first payment of 5/- with order.** Both watches are fully jewelled and guaranteed for accuracy. After the first small payment, balance of cash price (£7.10.0) for the pocket watch is payable in 14 monthly sums of 10/- and final sum of 5/-. Balance of cash price (£6.10.0) for the wrist watch is payable in 12 monthly sums of 10/- and final sum of 4/-. Post coupon below for further details and FREE Watch Catalogues.

OTHER BENSON OFFERS. You may purchase any of Benson's Pocket and Wrist Watches, Chains, Rings, Jewellery, Clocks, Silver, Cutlery, Plate, Toilet Requisites, etc., on easy monthly terms without extra charge. Post Coupon for FREE Catalogues.

SPECIAL DISCOUNT.—Write for details of special discount offered to Local Government Officers.

FOR FREE CATALOGUES POST COUPON TO BENSON'S

J. W. BENSON, LTD., Dept. 'A,' 62 and 64 Ludgate Hill, London, E.C.4.

Please send me, post free, the illustrated catalogue(s) I have indicated and full particulars of your 'Times' system of Monthly Payments.

☐ **A** Pocket Watches, Chains, etc. ☐ **B** Wrist Watches
☐ **C** Rings and Jewellery ☐ **E** Plate, Cutlery, etc. ☐ **F** Clocks

Please put a **X** *against Catalogue(s) required.*

NAME.....

ADDRESS.....

.....*L.G.S., Oct*

Please mention "Local Government Service" when corresponding with advertisers.

Wolsey Hall Oxford

FOUNDED IN 1894

POSTAL TUITION

For the London University

B.Sc. Econ.

Degree

THE possession of a Degree in Economics opens the door to well-paid teaching and administrative posts under Education authorities and other public bodies; also to statistical, research and welfare work in Commerce and Industry.

Now that the shorter Special Entrance Exam. may be taken instead of Matriculation by all Degree Candidates of 23 and over, the way to the B.Sc. Econ. Degree is easier. No University residence is necessary. Candidates may prepare at home under the experienced guidance of Wolsey Hall, and tuition fees may be spread over the period of the course. **222 Wolsey Hall Students passed London B.Sc.Econ. (External) Exams., 1925-1935; in 1935 a Wolsey Hall Candidate obtained the GLADSTONE Memorial Prize (for 1st Place) and the GERSTENBERG Studentship.**

Prospectus

and Guide to the London University B.Sc. Econ. Degree may be obtained post free from the Director of Studies, Dept. R H 82,

Wolsey Hall, Oxford

DIPLOMA CORRESPONDENCE COLLEGE LTD.

SUCCESS ASSURED

CHAMBERS COLLEGE (Founded 1885) provides the finest and most up-to-date Home Preparation Courses for **Sanitary Inspection and Meat and Smoke Certificates.** Also **College of Preceptors** (accepted as educational qualification by **Joint Board**), **A.R.S.I., M.R.S.I., M.I.H.,** etc.

DOUBLE HONOURS AGAIN!!
CHAMBERS COLLEGE students were again the only candidates to secure the coveted award of **Double Honours with Special Distinction** in the Inst. of Hygiene Exams for both January and June, 1936. **Our past record in all examinations is consistently well over 90%.**

POINTS IN OUR TUTORIAL SYSTEM
Fees are inclusive of latest editions of all necessary standard Text-books (there are no hidden extras whatever); all fees may be paid by most moderate monthly instalments.

SUCCESS GUARANTEE
We definitely guarantee to get you through your exam. If we fail your complete tuition fee will be refunded. This is your complete safeguard against unsuitable and inferior tuition.

Write to-day for **FREE** details of the exceptional tutorial facilities offered by this Old Established but essentially Modern College.

CHAMBERS COLLEGE (Dept. 212), 335, High Holborn, W.C.1

£10 a Week

can be earned by Article or Story Writing, and nearly everyone can write well enough for publication if the necessary technique is acquired.

The sound professional training given by the Premier School of Journalism, by Correspondence, is enabling scores of men and women to add materially to their incomes by spare-time literary work. A student writes:

"During the last ten weeks I have earned £103 4s. 0d., an average of over £10 per week."

SAMPLE LESSON, SUBJECT CHART and full details free from Managing Director

Premier School of Journalism
20, Premier House, Brunswick Square, London, W.C.

THE RIGHT TREATMENT FOR STOMACH TROUBLE

"Homely remedies" so often turn out to be useless in the treatment of stomach trouble that it is not surprising they are rapidly losing supporters. Hot water, Bicarbonate of Soda and temporary palliatives of that sort can set up worse trouble than they try to cure.

The curative remedy that is most widely favoured by Doctors and Hospitals is the balanced formula on which Maclean Brand Stomach Powder is based. This wonderful powder has brought lasting relief in thousands of private cases which no home remedy or any other could possibly benefit. Ask your chemist which stomach powder he sells most of. Which is the one the public pin their faith on? The answer is always the same—MACLEAN BRAND Stomach Powder. You can always recognise it by the signature "ALEX. C. MACLEAN" on the bottle and carton. Why bear the burden of stomach trouble—why run the risk of experimenting when such a popular, dependable remedy is so easily obtainable? 1/3, 2/- and 5/- per bottle, powder or tablets. Never sold loose.

THE CORPORATION OF ACCOUNTANTS

(Incorporated 1891.)

Corporate Accountants' Examinations.

The next Examinations of the Corporation of Accountants, Preliminary, Intermediate and Final will be held in **Glasgow, Aberdeen, Edinburgh, London, Birmingham, Bristol, Hull, Leeds, Leicester, Liverpool, Manchester, Newcastle-on-Tyne, Portsmouth, Sheffield, Belfast, Dublin, Cardiff, etc., on Tuesday, Wednesday and Thursday, 8th, 9th and 10th December, 1936.** These Examinations are open to both men and women.

Candidates wishing to present themselves must make application before 2nd November, 1936. Full particulars and forms can be obtained from the Registered Office.

J. STIRLING BROWN, F.C.R.A., SECRETARY,
137, West George Street, Glasgow, C.2.

A LAND-WORKER'S NECESSITY

A 7/6 TOOL FOR **5/9** Carriage paid.

THE MORRIS TOO

EVERY GARDENER AN ALLOTMENT HOLDE SHOULD HAVE —

A beautifully balanc Tool; double the wo done in half the tim

Equally good for hea or light soils. Clo breaking, Hoein Trenching, Eart ing up, the ac end inser betwee plant whenfla teni rid to

Complete with 42 in. ash handle. Guaranteed Hand-forged, Oil-tempered, Edge-tool Steel, High grade finish. *Your money back, if you're not satisfied it's worth the price.*

L. G. S. CONROY,
Cobb Rd., Lyme Regis, Dorset.

Some Farmers have had half a dozen after a trial: their men like them.

ROSES

WANTED

every reader of N.A.L.G.O. to send for our free illustrated descriptive Catalogue.

For your satisfaction procure our well-known superior quality Trees which succeed where others fail.

Delivered in perfect condition. Carr. paid.

We have one of the largest stocks in the country and can SAVE YOU MONEY

Send a Card for it now.

W. H. COLLIN & SONS
(Dept. L.G.),
Rose Growers, SCRAPTOFT, Nr. Leicester.

USE HOME FRUIT GRADERS for Apples or Pears, and grade your own fruit this year. Simple, compact, indispensable. Apple Grader from 14/9, carriage paid. Send p.c. now to **John Murrish, Burwell, Cambridge.**

ARE YOU TIRED OF YOUR JOB?

If you are tired of your present position and feel that you are worthy of something better, send for our booklet and learn how to quickly qualify for a higher position and better pay. Expert postal tuition in Book-keeping, Business Training, Secretaryship, Hotel Book-keeping, Salesmanship, Journalism, etc., from 2/- per lesson. Prospectus and testimonials free.

LONDON SCHOOL OF COMMERCE (Dept. L.G.1), 116, HIGH HOLBORN, LONDON, W.C.1.

PERFECT LAWNS AND PLAYING-FIELDS

Our Special Grass Improvers will give you satisfaction.

They are the result of over 40 years' experience and proved effective by thousands of customers at home and abroad.

They are sold under a money-back guarantee if they fail to give satisfaction.

Sound, practical advice given free and without obligation on receipt of full particulars.

Write now to:

J. LYTLE (Grass specialist), GARDEN SUPPLIES (1929) LTD., MOORFIELDS, LIVERPOOL.

HOCKEY . .

Make a "bully" start to the season. Write this very minute for Lenglen's new winter catalogue—it lists all the gear for your favourite game at prices **which save you rather more than 6/- in every £**

Lenglen

GEAR FOR ALL SPORTS

LENGLEN'S LTD.
(Dept. B 133), 281-2 High Holborn, London, W.C.1. Telephone: Holborn 1814.
(above Hope Brothers)

Write your name on the edge of this advertisement and post to us in ½d. envelope. Catalogue by return.

DHB

BRITISH GROWN TULI

GUARANTEED FLOWERING SIZE

100 in ten named varieties separately packed and labelled. Carriage paid **3**

WHEATLEY'S, Bulb Merchants, (London Offi 35, Water Lane, E.C.4.

Please mention "Local Government Service" when corresponding with advertisers.

Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopedia of Gardening," etc.

I FEEL sure that the majority of my readers despise as heartily as I do the spirit which results in gardening being given up for the year with the close of the summer holidays at, say, the end of September. True, summer-time ends early this year, and no one regrets it more than the writer of these lines, who fully realises what every hour of daylight means when October is reached. But we really must go on as long as ever circumstances will allow us, because there is so much of interest and importance left.

What about the Roses? If more planting is to be done, it will be wise to order plants forthwith, otherwise a particular variety may be "sold out." Then the final thinning-out of Ramblers and Climbers, but particularly the former, which have made tremendous new growth this season, must be made, if not already done. It is not too late to put in Rose cuttings, either.

The wet summer made those of us who like to manure liberally for Roses reflect, for it entailed a persistence in weeding which was often grudged. Is there any alternative to dung which sacrifices nothing of vigour in the plants? I am afraid not, but I have made up my mind to test hop manure, supported by a liberal provision of chemical fertiliser, on the next Rose bed which I plant. I propose to use a seven-shilling bag of the hop manure and fourteen pounds of "artificials" on a bed with an area of two square rods. I expect the first cost to be more than that of a good dressing of manure (say, half a heaped cartload) on a similar area, but on the other hand to be able to effect a saving of time in hoeing. Whether the results will be equally satisfactory from the point of view of growth and bloom remains to be seen. I am not without doubts.

I hope my readers will have bulbs and plants ready betimes for the great turn-over from summer to autumn bedding. As regards bulbs, they are to form a great part in Coronation gardening, and many of them are to be British grown at that. Daffodils and Hyacinths, equally with dwarf Tulips and smaller fry, such as Glory of the Snow, Grape Hyacinths, Scillas, and Crocuses, will be over before Coronation date, whether grown in bowls of fibre in the now familiar way, or in pots, but Darwin Tulips, Cottage Tulips, Spanish and Dutch Irises (in some districts), Bluebells, and Summer Snowflakes should be in flower. Then there are the mass of spring bedders, such as Wallflowers, giant double Daisies, Forget-me-nots, Brompton Stocks, Primroses and Polyanthuses, and double white Arabises—all beautiful things. Of hardy herbaceous plants there should be plenty of Pyrethrums, single and double. Of annuals sown early in October only a few of the dwarfer kinds are likely to be in bloom before June; but those who have greenhouses should certainly try immediate sowings of Clarkias and Godetias. Or Canterbury Bells sown outdoors last June could be potted-up from the open to be brought on for blooming a month or so before they could be expected to flower in the open.

I believe that some months ago I stated that I had had encouraging success in taking up tuberous Begonias by the middle of October—a period when one sharp frost might bring them to naught—packing them amongst moist soil in six-inch-deep boxes, and putting them in a sheltered place outdoors. They were beautiful for another month, the flowering season thus being extended to a very welcome degree. That is a hint worth taking. When at length the plants give up, it is wise to store them in sand for the winter, but rubbing off every vestige of root and soil should be avoided.

The usual advice with respect to Gladioli is to lift at the same time as Begonias and to store them in the same way. This may hold good in cold districts, but it is certainly not necessary in most—indeed, I think the corms do best in the ground; but I would collect separate groups and put them in a shallow pit together, thus localising the crop of tiny shoots which is likely to spring up from the spawn.

I wonder if most of my readers go to the trouble of storing the tubers of the Mignon and Coltness dwarf Dahlias which they grow? It may be worth while with new and relatively expensive varieties; but personally I find myself more and more disposed to grow these useful plants from mixed seed, scrapping them in the autumn. There is great interest and pleasure in treating this type of Dahlia as a half-hardy annual. A threepenny packet of mixed seed sown last February in a cold frame gave me a lovely lot of plants this summer.

I mentioned giant double Daisies above. There seems to be an unusually large supply of self-sown seedlings this year, and I advise my readers to make good use of them. Like Polyanthuses, sturdy seedlings develop from small into large plants at periods of the year when most hardy plants are at a standstill, always provided they have a decent bit of soil to help them along.

Readers who acted on my spring hints about rock beds will be clearing them soon of their summer occupants, thus making room for the smaller bulbs. Why should rockwork be reserved solely for Alpine perennials? Why not bulbs for spring and annuals for summer? There is beauty as well as simplicity in this system.

Was lawn grass sown in August or at mid-September? If so, there should be grass now which is quite long enough to be cut.

Bridge Forum

By NEVILLE HOBSON

BLUFF

IT is not easy to decide upon an appropriate title for an article dealing with bluff bids. The term has just a suspicion of sharp practice about it, though there must always be a poker element in Bridge, and players are clearly within their rights in over-calling or flag flying generally.

Over-calling : The normal requirement for an opening bid at Auction or Contract is 2½ Honour tricks, with the holding of a biddable suit of 4 or 5 cards. A quick trick holding of this amount would justify, in some cases, a bid of one No Trump, but the weakest legitimate declaration at Bridge is, ordinarily, a One No Trump on a holding of only 2 Aces and a King or their equivalent.

The principle of scoring at Contract invites over-calling on certain types of hands when the players concerned are invulnerable. Imagine this position. Your opponents are a game in and 10 below the line. A bid of One Diamond is made on your right and you hold A, x, x in Diamonds and a couple of Jacks. A bid of One No Trump (weak though it admittedly is) may easily force the opposition into a bid of 3 Diamonds instead of 2 No Trumps, which might have been open to them in the absence of a defensive over-call. Nine tricks in Diamonds cannot be made on the distribution, and the opposition lose the tempting bonus of 700, plus the score below the line, as the result of an over-call, which—if doubled—might have resulted in an appreciable loss, though the latter will often bear favourable comparison with the aggregate of 800 points involved by a clear 2 game rubber.

Psychic Bids : The class of case just dealt with is materially different from that in which a player bids, e.g., One Spade, holding merely 2 small Spades. This is done with the object of misleading the opponents, but it is apt to have the same effect on one's partner, and the results are occasionally very disastrous. I can recall a case where a player bid One Spade on a holding of this type, when his partner —having K, Q to 4 Spades in his own hand —jumped to 3 Spades. This was immediately doubled, and only 4 tricks were obtained.

Whatever may be said in favour of a psychic bid, one definite statement can be made in regard to it—namely, use it very sparingly!

Shaded Bids: A brief observation must be made upon this term, which is more delicate than one sometimes used for the bid I have in mind. Most writers on Bridge concede the soundness of a "shaded" bid when not vulnerable on a special type of hand, and it must be borne in mind that—though J, 10 with appropriate support does not count on an Honour Trick valuation—a useful holding of this type in 2 outside suits may justify a weak or shaded bid.

On the question of the bluff bid generally, I would merely say: Make it or not —according to your own viewpoint. At the most, it only works out about 50-50, unless it is used very, very rarely!

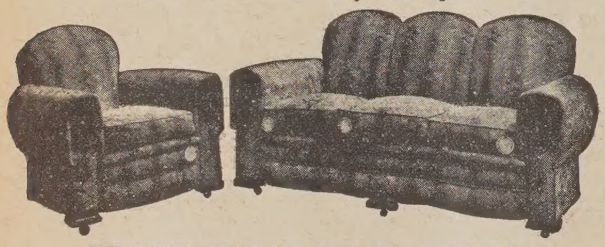
Mr. M. H. G. BLACKMAN, Hastings, to Architectural Assistant, Portsmouth.
Mr. C. W. PARSONS, Poole, to Chief Clerk, Accts. Dept., Saffron Walden B.
Mr. H. L. SMITH, Berks C.C., to Clerk, Reading C.B.
Dr. A. G. MORRISON, Bristol, to M.O.H., Wembley U.D.C.
Miss J. DIMMACK, Cheltenham, to Assistant Demonstrator, Electricity Department, Bedford.
Mr. H. COOK, Reigate, to Deputy Town Clerk, Crewe.
Mr. JOHNSON, Guildford, to Clerk, Abingdon.
Mr. C. I. HAXWELL, Kent, to Technical Assistant, Roads Department, Surrey.
Mr. S. E. ROBINS, Chichester B., to Sanitary Inspector, Southampton C.B.
Mr. H. STUBBS, Notts C.C., to Assistant Area Clerk, Scarsdale Guardians Committee Area, Derbyshire C.C.
Mr. N. HEBBLETHWAITE, Spalding U.D.C., to Meter Inspector, Bingley, U.D.C.
Mr. T. LINSLEY, Notts. C.C., to Superintendent Relieving Officer, Stockport.
Mr. G. D. LEVACK, Worcester C.C., to Accountancy Assistant, Bucks C.C.
Mr. R. G. COX, Worcester C.C., to Engineer, Cheshire C.C.
Mr. W. C. NEWTON, Penybont, R.D.C., to Junior Engineering Assistant, West Suffolk, C.C.
Dr. J. R. WEST, Staffs C.C., to County Education Officer, Dorset C.C.
Mr. A. NETTLETON, Worcester C.C., to a post in the Engineer and Surveyor's Department, Huddersfield.
Miss I. E. FOX, Kirkby-in-Ashfield, to Health Visitor, Wallasey.
Mr. H. PIERCE DAVIES, Glamorgan C.C., to Relieving Officer, Sheffield.
Mr. W. R. BROWNHILL, Dewsbury, to Deputy Chief Sanitary Inspector, Burnely C.B.
Mr. L. H. E. CHAPLIN, West Riding C.C., to Surveyor's Department, Notts. C.C.
Dr. J. F. GALLOWAY, Doncaster, to Medical Officer of Health, Dewsbury.
Mr. Peter GRAHAM, South Shields, to Sanitary Inspector, Glasgow.
Dr. M. G. HAMILTON, South Shields, to School Medical Officer, Ayr C.C.
Mr. E. HANCOCK, Rotherham, to Financial Rating and Valuation Officer, Witney U.D.C.
Mr. C. HARTLEY, West Riding C.C., to Assistant Valuation Officer, North Riding C.C.
Mr. J. W. HURST, Wakefield, to Surveyor's Department, Huddersfield.
Mr. J. MILBURN, Durham C.C., to Engineering Assistant, Lindsey (Lincs.).
Mr. J. R. MILLER, Leeds, to Somerset C.C.
Mr. R. E. O'MALLEY, Durham C.C., to Assistant Engineer, Ministry of Transport, London.

Movement of Members

Mr. Norman B. PATEFIELD, Barnoldswick, to Accountancy Assistant, Sale B.
Mr. John PESTER, Halifax, to Sanitary Inspector, Hemsworth, R.D.C.
Mr. A. PIDGEON, Halifax, to Hospital Steward. Warrington.
Mr. R. S. M. POLLARD, South Shields, to Education Accounts Clerk, East Suffolk C.C.
Mr. E. F. SCAIFE, Harrogate, to Architectural Assistant, Wallasey B.
Mr. Frank G. SUGDEN, Dewsbury, to Assistant Sanitary Inspector, Morley B.
Mr. C. H. TAYLOR, Wakefield, to Relieving Officer, Hull.
Mr. T. C. TAYLOR, Leeds, to Northampton.
Mr. L. WHITAKER, Leeds, to Essex C.C.
Mr. A. W. WILSON, Harrogate, to Clerk, Reading B.
Mr. F. DENTON, Hemsworth R.D.C., to Surveyor's Department, Pontefract R.D.C.
Mr. J. K. B. HOWELL, Morecambe, to Deputy County Accountant, Merioneth C.C.
Miss A. M. ARNOLD, Wallasey, to Home Teacher for the Blind, Rotherham.
Mr. L. RAVEN, Wallasey, to Technical Assistant to Consumer's Engineer, Cardiff C.B.
Mr. G. E. A. REYNOLDS, Ealing, to Assistant Sanitary Inspector, Wallasey.
Mr. J. PLATT, Bolton, to Chief Clerk, Town Clerk's Department, Conway B.C.
Mr. G. BOON, Bolton, to Engineering Assistant, Epsom U. D.C.
Mr. J. IRVING, Bootle, to Works Superintendent, Cardiff.
Mr. E. WILKINSON, Burnley, to Chief Clerk, Eng. Department, Peterborough.
Mr. H. COOK, Reigate, to Deputy Town Clerk, Crewe.
Mr. H. ANDERTON, Ince-in-M'Field, to Vocational Guidance Officer, Canterbury.
Mr. W. N. LENTON, Huyton-with-Roby, to Engineering Assistant, Bexley U.D.C. Kent.
Mr. G. LONGMIRE, W. Lancs., to Runcorn U.D.C.
Mr. J. B. HOYLE, Whitefield N.W.D.S.A., to Rawtenstall.
Mr. W. R. WENDT, Widnes, to Assistant Accountant, Preston R.D.C.
Mr. G. RICHARDS, Urmston, to Baths Superintendent, Northampton C.B.
Miss M. WHITE, Ramsbottom, to Typist and Clerk, Thurrock U.D.C.
Mr. JACK A. SAMUEL, Stirling C.C., to Architect's Dept., Lanark C.C.
Mr. DAVID S. MILLER, Stirling Burgh, to Asssistant Burgh Surveyor, Berwick-on-Tweed.
Mr. ALEXANDER J. TAIT, Glasgow C.C., to Librarian, Galashiels Burgh C.
NURSE FLORA NICOLSON, Roxburgh District Mental Hospital, to Southern General Hospital, Govan.
Miss A. A. LUNT, L.C.C., to Second Assistant Matron, Wingrove Nurses Home, Newcastle-on-Tyne C.B.C.
Mr. C. S. DUNN, Sutton and Cheam U.D.C., to Temporary Engineering Assistant, Gosport B.C.
Miss F. HUGHES, L.C.C., to Sister, Cell Barnes Colony, St. Albans, Hertfordshire C.C.
Mr. E. A. ALFRED, Sutton and Cheam U.D.C., to Professional (Engineering and Surveying) Assistant, Paddington M.B.C.
Mr. D. S. SIBBETT, Southend C.B.C., to Public Assistance Institution, Colchester B.C.
Mr. T. G. FENDRIK, Ealing B.C., to General Assistant Education Committee, Notts C.C.
Mr. J. J. McGUINNESS, Ealing B.C., to Committee Clerk, Ilford B.C.
Mr. A. L. BINNS, Ealing B.C., to Education Officer, West Riding C.C.
Mr. P. E. HARRISON, Crayford U.D.C., to General Clerk, Surveyor's Department, Guildford B.C.
Mr. W. T. E. BAYNES, Bedford B.C., to Ledger Clerk, Hornchurch U.D.C.
Mr. R. L. PARK, Willesden B.C., to Chief Audit Clerk, Nottingham C.B.C.
Mr. J. S. CLEAVER, Huntingdon, to Epsom U.D.C.
Mr. L. A. BARLOW, Hendon B.C., to Engineering Assistant, Walthamstow B.C.
Mr. B. E. COLMAN, Hendon B.C., to Library Assistant Hampstead M.B.C.
Mr. H. G. BUTLER, Bexley U.D.C., to Surveyor's Department, Bromley B.C.
Miss N. COLLINS, Lowestoft B.C., to Wimbledon B.C.
Mr. K. R. SAVAGE, Lowestoft B.C., to Slough U.D.C.
Mr. F. T. J. BURWOOD, Lowestoft B.C., to Dartmouth B.C.
Miss THURGOOD, Stoke Newington M.B.C., to Health Visitor, Hackney M.B.C.
Mr. R. P. MAY, Stoke Newington M.B.C., to Asst. Sanitary Inspector, Poplar M.B.C.
Mr. L. C. LONG, Wandsworth M.B.C., to Clerk, Holborn M.B.C.
Mr. H. BEAUMONT, Hornsey M.B.C., to Swimming Pool Superintendent, Chingford U.D.C.
Mr. H. W. KEARSLEY, Battersea M.B.C., to Assistant Accountant, River Trent Catchment Board.
Mr. G. L. RUSSELL, Southend-on-Sea C.B.C., to Internal Audit Clerk, Orpington U.D.C.
Mr. R. I. SHANNON, Southend-on-Sea C.B.C., to Internal Audit Clerk, Colchester B.C.
Dr. A. DAVIDSON, Surrey C.C., to County Medical Officer, North Riding C.C.
Mr. J. A. E. BURROWS, East Suffolk C.C., to Sanitary Inspector, Depwade R.D.C.

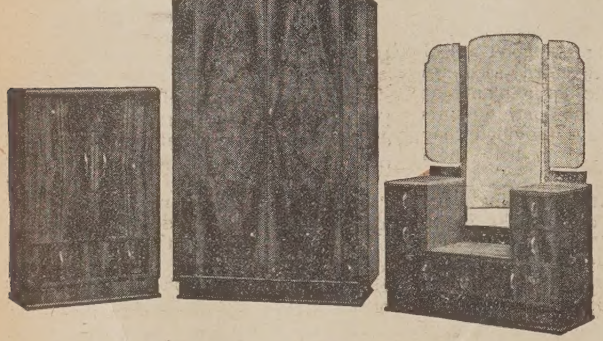
Bedroom Suites, Dining Room Suites

And Furniture of Every Description



TRADE TERMS TO MEMBERS

20 Showrooms. You are invited to inspect without obligation



T. MITCHELL & SONS, LTD.

73-75, CURTAIN ROAD, GREAT EASTERN ST., E.C.2.

Phone: BIS 1882

THOUSANDS OF
CIVIL SERVICE VACANCIES

The Civil Service Correspondence School offers specialised tuition for the Civil Service examinations **only.** The fees are moderate and include loan of all text-books. **There is a reduction of 20 per cent in fees for members of N.A.L.G.O. and for children of N.A.L.G.O. members.** Deferred payments if desired.

Over 200 Students of the Civil Service Correspondence School succeeded at Service Exams. during 1935-36, and secured Posts.

FORTHCOMING EXAMINATIONS.

Tax Inspectorate and Third Class Officer, Ministry of Labour.—July, 1937. Salary scale of basic grade rising to £530, with promotion prospects. Age limits, 21 and under 24 on September 1st in the year of the examination. Both sexes eligible.

Executive Class.—We are now enrolling students for the Spring, 1937, Examination. Salary scale rising to £530, with good promotion prospects. Age limits, 18 and under 19 on March 1st in the year of the examination. Both sexes eligible.

Officer of Customs and Excise.—Jan. 12th, 1937. Salary scale rising to £570 with promotion prospects. Age limits, 19 and under 21 on March 1st in the year of the examination. Men only.

Clerical Classes.—We are now enrolling students for the Jan. 26th, 1937, Examination. The Clerical Classes of the Civil Service provide a good career for boys and girls leaving school at the age of 16. For the January, 1937, Examination, candidates have to be 16 and under 17 on March 1st, 1937. Hundreds of vacancies.

Typist and Clerk-Typist (16½ to 25), **Male Assistant Preventive Officer** (19 to 21) and numerous other Civil Service entrance examinations are described in our Guide to Civil Service Examinations.

DETACH HERE

Please send me a copy of the Guide to Civil Service Examinations. I am a member of N.A.L.G.O., and am interested in the Examination. .....

Name .....

Address .....

.....

Send in unsealed envelope with ½d. stamp.

CIVIL SERVICE CORRESPONDENCE SCHOOL

83a, Charlwood Street, Westminster, S.W.1